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Board of Industrial Relations

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BULLETIN

ON THE BOARD'S ACTIVITIES

APRIL 1st, 1970 TO JUNE 30th, 1970

ISSUED BY

PROVINCE OF ALBERTA
DEPARTMENT OF LABOUR

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BOARD OF INDUSTRIAL RELATIONS

B U L L E T I N

ON THE BOARD'S ACTIVITIES

APRIL 1st, 1970 TO JUNE 30th, 1970

I S S U E D B Y

THE PROVINCE OF ALBERTA

DEPARTMENT OF LABOUR

E D M O N T O N

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DEPARTMENT OF LABOUR

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Minister

K. A. PUGH, LL.D.

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

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Published every three months by:
The Research Division
Board of Industrial Relations
Department of Labour
Edmonton, Alberta

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STATISTICAL INFORMATION

This information is a summary of the activities of the Board of Industrial Relations in the Administration of The Alberta Labour Act during the period of April 1st, 1970 to June 30th, 1970.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, General Holiday Pay, and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

PARTS I TO V INCLUSIVE - 1970	April 1st/70 to June 30th 70	Jan. 1st/70 to June 30th /70
Number of Board Meetings (including Public Hearings)	18	32
Number of Inspections	17,733	33,096
Number of Business Places Inspected	3,936	7,308
Number of Employees Affected	37,586	81,601
SETTLEMENTS MADE		
Overtime Arrears	$ 27,964.37	$ 53,870.55
Vacation Pay Orders	30,802.57	49,608.93
Under-Payment of Wages Due	4,145.15	4,934.65
Non-Payment of Wages Due	55,116.13	103,827.87
General Holidays	6,902.06	12,297.46
TOTAL	$ 124,930.28	$ 224,539.46
Number of Employees Affected by above Settlement	2,298	3,724
Number of Complaints Received	2,279	5,001
Amount of Weekly Increase Obtained for Employees	$ 291.45	$ 470.92

STATISTICAL INFORMATION

	April 1/70 to June 30/70	Jan. 1/70 to June 30/70
CERTIFICATIONS		
Applications for Certification - GRANTED	34	69
Applications for Certification - REFUSED	~~16~~ 15	~~22~~ 21
Applications for Certification - RETURNED	1	1
Applications for Certification - REFUSED (WITHDRAWN)*	0	1
REVOCATION OF CERTIFICATIONS		
Certifications Revoked	4	4
Applications Refused	1	3
Applications Returned	0	0
CONCILIATIONS		
Settled at Conciliation Officer Stage	36	56
Referred to a Conciliation Board	7	20
Unsuccessful Recommendations Under Section 86(1)(b)	12	23
Pending	55	55
Cancelled	1	3
CONCILIATION BOARDS		
Unanimous Board Awards	9	12
Majority Board Awards	2	3
Dissent by Employer's Member	2	3
Dissent by Employee's Member	0	0
Acceptance of Board Awards by Both Parties	5 6	9 6
Acceptance of Board Awards by Employers Only	1 3	2 1
Acceptance of Board Awards by Employees Only	4 2	2 7
Rejection of Board Awards by Both Parties	0 0	0 0
Rejection of Unanimous Awards by Both Parties	0 0	0 0

* This includes applications refused, following requests for withdrawal.

STATISTICAL INFORMATION

VOTES	April 1/70 to June 30/70	Jan. 1/70 to June 30/70
RE: Conciliation Board Awards	3	3
RE: Appointment of a Bargaining Agent	6	8
RE: Revocation of Certification	2	4
RE: Strike Action	15	16
In Favour	15	16
Against	0	0
RE: Section 104 of The Alberta Labour Act	1	1
STRIKES		
After Provisions of The Alberta Labour Act.	9	10

* * * * * *

PROSECUTIONS	April 1/70 to June 30/70
Charges carried over from Previous Period	156
Number of Charges Entered	97
Convictions	71
Withdrawals	41
Dismissals	13
Warrants Executed	0
Committals	0
Amount of Fines Assessed	1,761.00
Amount of Costs Assessed	746.20
Failure to Comply with Magistrates Orders	15

AMOUNTS IMPLICATED	
Minimum Wage	1,002.37
Wage Arrears	9,882.24
Vacation Pay	1,497.92
General Holiday Pay	118.81

BOARD OF INDUSTRIAL RELATIONS

LABOR WELFARE REPORT

QUARTERLY REPORT ENDING JUNE 30th, 1970

	Housekeeping	Toilets & Washrooms	Dining Facilities	Heat	Children
Instructions Outstanding as of March 31st, 1970	20	36	7	2	1
Instructions Issued as of April 1st, 1970	1	2	4	1	-
TOTAL	21	38	11	3	1
Completed Instructions as of June 30th, 1970	2	10	1	-	-
Instructions Outstanding as of June 30th, 1970	19	28	10	3	1

Number of Females Involved in New Instructions Issued	25
Number of Males Involved in New Instructions Issued	195
TOTAL	220

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

APRIL 1st, 1970 TO JUNE 30th, 1970

Sections of The Alberta Labour Act under which Charges Laid for Infractions		FINES	COSTS	I/D DAYS	ARREARS	Information brought forward and disposition			New Cases this Period and Disposition			CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITTALS	WARRANTS EXECUTED	BALANCE
						No.	Completed	Balance	No.	Completed	Balance						
Sec. 10	Failure to produce Records	$ 120.00	$ 5.30	32	$ --	1	1	0	1	1	0	2	0	0	0	0	0
Sec. 11	Failure to Maintain or Produce Records	150.00	13.30	18	--	3	3	0	3	1	2	4	0	0	0	0	2
Sec. 29	Minimum Wages	260.00	64.60	79	1,002.37	14	9	5	9	4	5	9	1	3	0	0	10
Sec. 41	Failure to Pay Wages	731.00	448.30	246	9,882.24	45	35	10	33	15	18	35	2	13	0	0	28
Sec. 43	Vacations With Pay	440.00	64.80	43	1,497.92	58	24	34	29	7	22	16	5	10	0	0	56
Sec. 41(6)	Failure to Pay Order	--	--	20	--	8	4	4	12	5	7	1	1	7	0	0	11
Sec. 43(8)	Failure to Pay Order or Fines and Costs	--	--	10	--	5	4	1	6	3	3	1	0	6	0	0	4
Sec. 126	General Holiday Pay	60.00	149.90	10	118.81	22	9	13	4	0	4	3	4	2	0	0	17
	TOTALS	$1,761.00	$746.20	458	$ 12,501.34	156	89	67	97	36	61	71	13	41	0	0	128

THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

ISSUED

APRIL 1st, 1970 TO JUNE 30th, 1970

1. The Building, Construction and General Laborers' Local Union No. 92, Edmonton and Canadian Bechtel Limited, Edmonton, Alberta.

UNIT: "All labourers when employed as general labourers, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen. Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Number of Employees in Unit: 146
Certificate Number: 36 - 70
Issued April 3, 1970.

* * * * * *

2. The United Brotherhood of Carpenters and Joiners of America, Local No. 1325, Edmonton and Sercon Contractors Ltd., Regina, Saskatchewan.

UNIT: "Carpenters, Carpenter Foremen and Carpenter Apprentices."

Number of Employees in Unit: 4
Certificate Number: 37 - 70
Issued April 3, 1970.

* * * * * *

3. Building Construction and General Laborers' Local Union No. 92, Edmonton and Sercon Contractors Ltd., Regina, Saskatchewan.

UNIT: "All labourers when employed as general labourers, mortar mixers, motor buggy operators, jackhammermen, farm tractor operators, toolcrib men, vibratormen, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen. Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Number of Employees in Unit: 12
Certificate Number: 38 - 70
Issued April 3, 1970.

* * * * * *

The International Union of Operating Engineers, Local No. 955, Edmonton and Glacier Crane Service Ltd., Edmonton, Alberta.

UNIT: "Operating Engineers when employed to operate, service and rig all crawlers and mobile cranes."

Number of Employees in Unit: 4
Certificate Number: 39 - 70
Issued April 3, 1970.

* * * * * *

The International Brotherhood of Painters and Allied Trades, Local Union No. 583, Calgary and Schulz Painting and Decorating, Lethbridge, Alberta.

UNIT: "All employees engaged in protective and/or decorative coating and/or sheetings and all preparatory work thereto - painters, paperhangers (and other sheeting workers), decorators, sandblasters, building cleaners, wood finishers, apprentices and foremen."

Number of Employees in Unit: 4
Certificate Number: 40 - 70
Issued April 8, 1970.

* * * * * *

The International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 725, Calgary and Jimmie Johnston Welding, Calgary, Alberta.

UNIT: "All employees who are directly connected and engaged in all phases of field fabrication and erection of structural, miscellaneous, ornamental iron, rigging and machinery, moving and all welders connected with the above, off plant premises, and excluding those above the rank of foreman."

Number of Employees in Unit: 10
Certificate Number: 41 - 70
Issued April 8, 1970.

* * * * * *

The Building, Construction and General Laborers' Local Union No. 92, Edmonton and Delta Projects Limited, Calgary, Alberta.

UNIT: "All labourers when employed as general labourers, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipelayers (non-metalic), pushers, heater tenders, surveyors helpers and watchmen, labourers tending all crafts, including mixing, handling and conveying of all materials handled by the crafts."

Number of Employees in Unit: 42
Certificate Number: 42 - 70
Issued April 9, 1970.

8. The Calgary Typographical Union, Local No. 449, Calgary and Chinook Graphic Supply Ltd., Calgary, Alberta.

UNIT:	"All employees of Chinook Graphic Supply Ltd., Calgary, Alberta, save and except manager, sales and office employees and delivery staff."
Number of Employees in Unit:	9
Certificate Number:	43 - 70
Issued April 9, 1970.	

* * * * * *

9. The Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, Calgary and Bird Building Supplies, Lethbridge, Alberta.

UNIT:	"All truck drivers."
Number of Employees in Unit:	5
Certificate Number:	44 - 70
Issued April 10, 1970.	

* * * * * *

10. The International Union of Operating Engineers, Local No. 955, Edmonton and Borger Construction Limited, Calgary, Alberta.

AMENDED UNIT:	"All employees employed in Borger Construction Limited shop or involved in the servicing, repair or maintenance of B.C.L. equipment, but excluding field employees, office staff and those supervisors with authority to hire and fire."
Number of Employees in Unit:	9
Certificate Number:	45 - 70
Issued April 14, 1970.	

* * * * * *

11. The International Brotherhood of Painters and Allied Trades, Local Union No. 583, Calgary and Call for Cor, Painting & Decorating Ltd., Red Deer, Alberta.

UNIT:	"All employees engaged in protective and/or decorative coating and/or sheetings and all preparatory work thereto - painters, paperhangers, (and other sheeting workers) decorators, sandblasters, building cleaners, wood finishers, apprentices and foremen."
Number of Employees in Unit:	5
Certificate Number:	46 - 70
Issued April 20, 1970.	

* * * * * *

12. The Canadian Union of Public Employees, Local No. 1212, High Prairie and Versafood Services (Alberta) Ltd., Edmonton, Alberta.

AMENDED UNIT: "All employees of the employer working at Providence Hospital in High Prairie with the exception of supervisory staff."

Number of Employees in Unit: 9
Certificate Number: 47 - 70
Issued April 24, 1970.

* * * * * *

13. The Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local No. 579, Edmonton and King Edward Hotel of Edmonton Ltd., Edmonton, Alberta.

UNIT: "All employees that work in the Beverage Room (Tavern) such as tapmen, supervisors, waiters and waitresses, excluding general manager, assistant manager and bar manager, who has the right to hire and fire."

Number of Employees in Unit: 11
Certificate Number: 48 - 70
Issued April 24, 1970.

* * * * * *

14. International Brotherhood of Painters and Allied Trades, Local Union No. 583, Calgary and Triad Decorators Ltd., Calgary, Alberta.

UNIT: "All employees engaged in protective and/or decorative coating and/or sheetings and all preparatory work thereto - painters, paperhangers (and other sheeting workers), decorators, sandblasters, building cleaners, wood finishers, apprentices and foremen."

Number of Employees in Unit: 17
Certificate Number: 49 - 70
Issued April 30, 1970.

* * * * * *

15. The Building, Construction and General Laborers' Local Union No. 92, Edmonton and Pritchard Canadian Limited, Calgary, Alberta.

UNIT: "All labourers when employed as general labourers, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic) pushers, heater tenders, surveyors helpers and watchmen. Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Number of Employees in Unit: 10
Certificate Number: 50 - 70
Issued May 4, 1970.

* * * * * *

16. The United Brotherhood of Carpenters and Joiners of America, Local No. 1569, Medicine Hat and Cana Construction Co. Ltd., Calgary, Alberta.

UNIT: "All carpenters, Carpenter apprentices and foremen."

Number of Employees in Unit: 12
Certificate Number: 51 - 70
Issued May 4, 1970.

* * * * * *

17. The Building, Construction and General Laborers' Local Union No. 92, Edmonton and Styl Masonry Ltd., Edmonton, Alberta

UNIT: "All labourers when employed as general labourers, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibratormen, dumpmen, tampermen, pump tenders, tubular scaffolders, heater tenders, airtrack drillers, shooters, chippermen, pipelayers, pushers, including employees operating all hand, pneumatic, electric, combustion motor and air driven tools or equipment necessary for the performance of all work of the above employees, labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Number of Employees in Unit: 2
Certificate Number: 52 - 70
Issued May 14, 1970.

* * * * * *

18. The Oil, Chemical and Atomic Workers International Union, Local No. 9-666, Edmonton and Wonderly & Kershaw Petrochemical Services Ltd., Calgary, Alberta.

UNIT: "All employees employed by Wonderly & Kershaw Petrochemical Services Ltd. at and from the Shell Jumping Pound gas processing plant save and except foremen, those above the rank of foremen, clerical and all employees employed on new construction or for purposes of turn around work who are covered by agreements with other unions."

Number of Employees in Unit: 27
Certificate Number: 53 - 70
Issued May 14, 1970

* * * * * *

19. The International Brotherhood of Painters and Allied Trades, Local No. 583, Calgary and Franz Patella Construction Ltd , Calgary, Alberta.

AMENDED UNIT: "All journeymen painters and apprentices, paperhangers, drywall tapers, fillers and finishers and drywall finisher trainees."

Number of Employees in Unit: 7
Certificate Number: 54 - 70
Issued May 14, 1970

* * * * * *

20. The International Brotherhood of Electrical Workers, Local No. 254, Calgary and Clarkson Electric (1969) Ltd., Leduc, Alberta.

AMENDED UNIT: "All journeyman inside wiremen and apprentices, all foremen, sub-foremen and general foremen".

Number of Employees in Unit: 6
Certificate Number: 55 - 70
Issued May 28, 1970.

* * * * * *

21. The International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 725, Calgary and Ricross Concrete Reinforcing, Innisfail, Alberta.

UNIT: "All employees who are directly connected and engaged to carry out all field fabrication, sorting, cutting, binding, hoisting, placing, burning, welding and tying of materials including wire mesh and cable used in post-tensioning, post-stressing and prestressing of and for concrete construction and all loading and unloading by hand and power, including handling, racking and carrying upon the site of the project, including spreading and placing of all reinforcing steel, and cable used for concrete construction."

Number of Employees in Unit: 2
Certificate Number: 56 - 70
Issued June 1, 1970.

* * * * * *

22. The Instant Housing Industries Employees' Association, Calgary and Instant Housing Industries Ltd., Calgary, Alberta.

AMENDED UNIT: "All the employees of Instant Housing Industries Ltd., employed at their plant in Calgary, Alberta, excluding office staff, quality control personnel with the right to hire and fire."

Number of Employees in Unit: 117
Certificate Number: 57 - 70
Issued June 4, 1970.

* * * * * *

23. The Telephone Answering Service Operators' Association, Calgary and TAS Communications Services Ltd.,(Division of International Utilities Corporation), Calgary, Alberta.

AMENDED UNIT: "All regular full time and all regular part time telephone

and mobile operators at Calgary, excluding supervisors, and those having managerial functions."

Number of Employees in Unit: 34
Certificate Number: 58 - 70
Issued June 8, 1970.

* * * * * *

24. The International Brotherhood of Pulp, Sulphite and Papermill Workers, Local No. 539, Calgary and MacMillan Bloedel Packaging Ltd., Calgary, Alberta.

AMENDED UNIT: "All employees of the Company except those in administration, in actual supervision in sales, engineering, technical and research, sample maker, accounting, clerical, stenographic, other office workers and security guards."

Number of Employees in Unit: 106
Certificate Number: 59 - 70
Issued June 10, 1970.

* * * * * *

25. The International Brotherhood of Pulp, Sulphite and Papermill Workers, Local No. 215, Edmonton and MacMillan Bloedel Packaging Ltd., Edmonton, Alberta.

AMENDED UNIT: "All employees of the company except those in administration, in actual supervision, sales, engineering, technical and research, sample makers, accounting, clerical, stenographic, other office workers and security guards."

Number of Employees in Unit: 124
Certificate Number: 60 - 70
Issued June 10, 1970.

* * * * * *

26. The Building, Construction and General Laborers" Local Union No. 92, Edmonton and Custodis, Canadian Chimney Company Limited, Toronto, Ontario.

UNIT: "All labourers when employed as general labourers, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibratormen, dump men, tampermen, pump tenders, tubular scaffolders, heater tenders, airtrack drillers, shooters, chippermen, pipelayers, pushers, including the complete operation of all hand, pneumatic, electric, combustion motor and air driven tools or equipment necessary for the performance of all of the above work. Labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Number of Employees in Unit: 2
Certificate Number: 61 - 70
Issued June 11, 1970.

27. The Canadian Union of Public Employees, Local No. 1157, Athabasca and Versafood Services (Alberta) Limited, Edmonton, Alberta.

UNIT: "All employees of the employer working at the Athabasca Municipal Hospital in Athabasca with the exception of supervisory staff."

Number of Employees in Unit: 8
Certificate Number: 62 - 70
Issued June 16, 1970.

* * * * * *

28. The International Union of Operating Engineers, Local No. 955, Edmonton and Forestburg Colleries Limited, Forestburg, Alberta.

UNIT: "All employees except foremen, superintendent and office clerks."

Number of Employees in Unit: 34
Certificate Number: 63 - 70
Issued June 18, 1970.

* * * * * *

29. The International Brotherhood of Boilermakers; Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 146, Edmonton and Hulburd's Crane Service Ltd, Edmonton, Alberta.

AMENDED UNIT: "All boilermaker riggers engaged in field construction."

Number of Employees in Unit: 2
Certificate Number: 64 - 70
Issued June 22, 1970.

* * * * * *

30. The Amalgamated Meat Cutters and Butcher Workmen of North America, Local No. 312, Edmonton and Canada Safeway Limited, Edmonton, Alberta.

AMENDED UNIT: "All employees of the meat department and delicatessen department, Canada Safeway Limited, in Wetaskiwin, Alberta, who are engaged in the receiving, cutting, grinding, preparing, processing, sealing, wrapping, bagging, pricing, fabricating, cubing, tenderizing, and serving all meat products whether fresh, frozen, chilled, cooked, cured or smoked."

Number of Employees in Unit: 3
Certificate Number: 65 - 70
Issued June 24, 1970.

* * * * * *

31. The Retail, Wholesale and Department Store Union Local No. 980, Calgary and McGavin Toastmaster Limited, Red Deer, Alberta.

UNIT: "All employees employed by McGavin Toastmaster depot at Red Deer in the Province of Alberta, engaged in the sale of and delivery of bakery products from or by any vehicle whether direct to the consumer or otherwise, excluding those in a supervisory capacity with the authority to hire and fire."

Number of Employees in Unit: 7
Certificate Number: 66 - 70
Issued June 29, 1970.

* * * * * *

32. The International Chemical Workers' Union, Local No. 594, Calgary and The Prestolite Company, Calgary, Alberta.

AMENDED UNIT: "All operating and maintenance employees of The Prestolite Company directly engaged in the manufacture of the Company's products at its plant at 444 - 58th Avenue S.E., Calgary, Alberta, excluding foremen and those above the rank of foreman, sales personnel, office staff, laboratory, technical and quality control personnel."

Number of Employees in Unit: 38
Certificate Number: 67 - 70
Issued June 22, 1970

* * * * * *

33. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Alberta West Electric Limited, Pincher Creek, Alberta.

UNIT: "All journeymen, apprentices, sub-foremen, foremen and general foremen."

Number of Employees in Unit: 3
Certificate Number: 68 - 70
Issued June 24, 1970.

* * * * * *

34. The International Association of Bridge, Structural and Ornamental Iron Workers Local Union No. 725, Calgary and Boltline Welding and Fabricating Ltd., Calgary, Alberta.

UNIT: "All employees who are directly connected and engaged in all phases of field fabrication and erection of structural, miscellaneous, ornamental iron, rigging and machinery moving and all welders connected with the above, off plant premises, and excluding those above the rank of foreman."

Number of Employees in Unit: 4
Certificate Number: 69 - 70
Issued June 29, 1970.

* * * * * *

APPLICATION FOR CERTIFICATION

REFUSED (WITHDRAWN)*

APRIL 1st, 1970 TO JUNE 30th, 1970

1. The Canadian Union of Public Employees, Local Union No. 1012, Calgary and Red Deer School Board District No. 104, Red Deer, Alberta.

UNIT: "All employees employed as maintenance employees by the School District "

Refused April 3, 1970. Applicant identified as bargaining agent in Certificate No. 108 - 66.

* * * * * *

2. The International Brotherhood of Painters and Allied Trades, Local Union No. 583, Calgary and Perfect Drywall Construction Ltd., Calgary, Alberta.

UNIT: "All men working at applying corner bead wallboard filling and taping and finishing, the texture spray of ceilings made of cement or gyproc or drywall and other cement and/or gyproc or drywall surfaces including the application of primers or sealers for decorative and/or protective coatings or finishes including foremen and apprentices, but excluding superintendents and office personnel."

Refused April 7, 1970. Not a majority selection.

* * * * * *

3. The Construction and Maintenance Employees Union Local No. 784, C.U.P.E., Edmonton and Edmonton Public School District No. 7, Edmonton, Alberta.

UNIT: "All foremen, warehouse workers, storemen, shop clerks, and receivers."

Refused April 3, 1970. Applicant already certified for employees.

* * * * * *

4. The Union Tractor Ltd., Employees Union, Edmonton and Union Tractor Ltd., Edmonton, Alberta.

UNIT: "All full-time employees of Union Tractor Ltd., in the Province of Alberta, outside the City of Edmonton, including all parts personnel, counter staff and office staff, but excluding therefrom all mechanical service personnel, welding department personnel, warehouse personnel, credit clerks, sales representations and all personnel having the right to hire and fire."

Refused April 3, 1970. Applicant already certified for employees.

* * * * * *

* This includes applications refused, following requests for withdrawal.

5. The Union Tractor Ltd., Employees Union, Edmonton and Union Tractor Ltd., Edmonton, Alberta.

UNIT:	"All full-time employees of Union Tractor Ltd., in the Province of Alberta, outside the City of Edmonton, including all mechanical service department personnel, welding department personnel, warehouse personnel and other production personnel, but excluding therefrom credit clerks, sales representatives, counter staff and office staff and all personnel having the right to hire and fire."
Refused April 3, 1970.	Applicant already certified for employees.

* * * * * *

6. The Professional Transport Workers Union of Canada, Calgary and Great Northern Oil Ltd., Calgary, Alberta.

UNIT:	"Truck drivers employed by Great Northern Oil Ltd., in District No. 1 (operation of the Company divided into Districts - District No. 1 covers Southern Alberta: that is south to U.S. border, east to Alberta-Saskatchewan border, north to Bow River at Scandia and a line west to Vulcan and the Alberta - British Columbia border.)"
Refused April 14, 1970.	Unit not appropriate for collective bargaining.

* * * * * *

7. The United Rubber, Cork, Linoleum and Plastic Workers of America, Local Union No. 635, Calgary and Firestone Tire and Rubber Company of Canada Ltd., Retread Division, Calgary, Alberta.

UNIT:	"All employees of the Firestone Tire and Rubber Company of Canada Ltd., Retread Plant, Calgary, Alberta, below the rank of foremen except office and sales staff."
Refused April 22, 1970.	Majority did not vote in favour.

* * * * * *

8. The International Union of Operating Engineers, Local No. 955, Calgary and Flint Engineering & Construction Ltd., Calgary, Alberta.

UNIT:	" Operating engineers when employed on pipeline construction as mechanics, equipment welders and operators of the following equipment: Ditchers, sidebooms, dozers, cleaning, wrapping, and dope machines, draglines, cranes, clamshells, backhoes, bending machines, tow tractors, tack tractors, dope pots (power agitated), graders, boring machines, and oilers, excluding all other employees."
Refused May 15, 1970.	Not a majority selection.

* * * * * *

9. The International Brotherhood of Electrical Workers, Local No. 254, Calgary and Calgary Power Ltd., Calgary, Alberta.

UNIT:	"All employees in the Sundance Steam Plant of Calgary Power Ltd., namely steam plant operating staff, all apprentice operators, assistant unit operating engineers (all classes), all unit engineers (all classes), all assistant shift engineers (all classes), clean up man, maintenance men (all classes), all laboratory technicians, all apprentice electricians, plant electricians, journeymen electricians (all classes), labourers (all classes) attached to the above classifications and staff house employees."
Refused June 22, 1970.	Untimely.

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10. The United Brotherhood of Carpenters and Joiners of America, Local No. 846, Lethbridge and John Guzowski Plastering, Lethbridge, Alberta.

UNIT:	"All employees except those with the power to hire and discharge."
Refused June 19, 1970.	Unit inappropriate.

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11. The United Brotherhood of Carpenters and Joiners of America, Local No. 846, Lethbridge and Alpine Drywall and Plastering (Lethbridge) Ltd., Lethbridge, Alberta.

UNIT:	"All employees except those with the power to hire and discharge and drywall tapers and finishers."
Refused June 19, 1970.	Unit inappropriate.

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12. The Oil, Chemical and Atomic Workers International Union, Local No. 9-826, Fort McMurray and Great Canadian Oil Sands Limited, Tar Island, Alberta.

UNIT:	"All non-supervisory employees excluding office staff, messenger-drivers, fire-fighters, first aide staff, survey crew, warehouse staff, and those employed in a confidential capacity in matters relating to labour relations."
Refused June 26, 1970.	Majority voted against.

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13. The United Brotherhood of Carpenters and Joiners of America, Local No. 1325, Edmonton and Canadian Bechtel Limited, Edmonton, Alberta.

UNIT:	"Carpenters, Carpenter foremen, carpenter general foremen, carpenter apprentices."
Refused March 4, 1970.	Mutual agreement to withdrawal of application.

14. The International Woodworkers of America, Local 1-207, Edmonton and Timberline Construction Hinton Ltd., Hinton, Alberta.

UNIT:	"All employees of the Company excluding office and confidential employees, foremen and those above the rank of foremen."
Refused May 15, 1970.	Mutual agreement to withdrawal of application.

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15. The International Woodworkers of America, Local No. 1-207, Edmonton and Tomkiw Pulp Co., Hinton, Alberta.

UNIT:	"All employees of the Company excluding office and confidential employees, foremen and those above the rank of foremen."
Refused May 15, 1970.	Mutual agreement to withdrawal of application.

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16. The International Woodworkers of America, Local No. 1-207, Edmonton and Boutin Trucking Ltd., Hinton, Alberta.

UNIT:	"All employees of the Company excluding office and confidential employees, foremen and those above the rank of foremen."
Refused May 15, 1970.	Mutual agreement to withdrawal of application.

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APPLICATION FOR CERTIFICATION

RETURNED

APRIL 1st, 1970 TO JUNE 30th, 1970

1. The Telephone Answering Services Operators Association, Calgary and TAS Communications Services Ltd., Calgary, Alberta.

UNIT:	"All regular full time and part time telephone and mobile operators at Calgary, excluding supervisors, and those having managerial functions."
Returned May 4, 1970.	Not properly signed.

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APPLICATION FOR REVOCATION

ISSUED

APRIL 1st, 1970 TO JUNE 30th, 1970

1. The Furniture and Bedding Workers Union, Local No. 33, Calgary and Murray Manufacturing Ltd., Calgary, Alberta.

   UNIT: "All employees except management, foremen, i.e. those with the power to hire and fire, sales staff and office staff."

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2. The Retail Clerks International Association, Local No. 401, Edmonton and Progressive Foods Ltd. operating in name and style of Clock I.G A., formerly Food Giant Markets (Jasper Place), Ltd., Jasper Place, Alberta.

   UNIT: "All employees employed by Food Giant Markets (Jasper Place) Ltd , except those in the Meat Department, bakers, Store Manager and Grocery Operator with the right to hire and fire."

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3. The United Brotherhood of Carpenters and Joiners of America, Local Union No. 2508, Calgary and Rusco Industries Alberta Ltd., Prime Division, Calgary, Alberta.

   UNIT: "All employees excluding installers, superintendent and office staff."

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4. The Brotherhood of Painters, Decorators and Paperhangers of America, Local No. 1016, Edmonton and Hook Signs Limited, Edmonton, Alberta.

   UNIT: "All employees of Hook Signs Ltd., except superintendents, office staff and those exempt under The Alberta Labour Act."

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APPLICATION FOR REVOCATION

REFUSED

APRIL 1st, 1970 TO JUNE 30th, 1970

1. The Pulp and Paper Workers of Canada, Local No. 14, Calgary and Domtar Packaging Limited, Calgary, Alberta.

   UNIT: "All employees, except foremen and above, office and sales staff, time study and methods personnel and employees engaged in a confidential capacity relating to labour relations."

   Refused April 1, 1970. Majority did not vote in favour.

APPLICATION FOR AMENDMENTS TO CERTIFICATION

GRANTED

APRIL 1st, 1970 TO JUNE 30th, 1970

1. The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and MacDonalds Consolidated Limited, Processing Plant, Lethbridge, Alberta.

Varied name of Company:

FROM: Broder Canning Company Limited, Lethbridge.

TO: MacDonalds Consolidated Limited, Processing Plant, Lethbridge.

Varied Unit to following:

" All employees employed in Cannery, Freezer, Warehouse, Truckers and Mechanics, excluding office staff, and all supervisory personnel employed as such and all Laboratory Staff employed only as Quality Control personnel."

Certificate dated July 12, 1947, varied as to name of employer and unit.

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2. Construction and Maintenance Employees Local No. 784, C.U.P.E., Edmonton and Edmonton School District No. 7, Edmonton, Alberta.

Varied union:

FROM: Construction and Maintenance Employees No. 784, N.U.P.E., Edmonton.

TO: Construction and Maintenance Employees No. 784, C.U.P.E., Edmonton.

Varied employer:

FROM: Edmonton Public School Board, Edmonton.

TO: Edmonton School District No. 7, Edmonton.

Varied unit to following:

"All employees of the Edmonton School District No. 7 employed in the labour, truck drivers, machine operators, electrical, paint, mechanical, carpentry, controls, metal and shipping departments including warehouse workers, storemen, shop clerks, receivers, apprentices and sub-foremen but excluding foremen and those above the rank of foremen."

Certificate Number: 139 - 59, varied as to employer, unit and Union.

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3. Union Tractor Ltd. Employees Union, Edmonton and Union Tractor Ltd., Edmonton, Alberta.

Unit varied to read:

"All full-time employees of Union Tractor Ltd., in the Province of Alberta, including all

mechanical service department personnel, welding department personnel, warehouse personnel and other production personnel, but excluding therefrom credit clerks, sales representatives, counter staff and office staff and all personnel having the right to hire and fire."

Certificate Number: 165 - 69 varied as to unit.

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4. The Union Tractor Ltd., Employees Union, Edmonton and Union Tractor Ltd., Edmonton, Alberta.

Unit varied to read:

"All full-time employees of Union Tractor Ltd., in the Province of Alberta, including all parts personnel, counter staff and office staff, but excluding therefrom all mechanical service personnel, welding department personnel, warehouse personnel, credit clerks, sales representatives and all personnel having the right to hire and fire."

Certificate Number: 166 - 69 varied as to unit.

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5. The Oil, Chemical and Atomic Workers International Union, Local No. 9-666, Edmonton and the City of Edmonton, Edmonton, Alberta.

Varied unit to read:

"All firemen and the Stationary Engineers of the Power Plant, excluding the Chief and Assistant Chief Engineers, clerical and those above the rank of Assistant Chief Engineer."

Certificate Number: 36 - 67 varied as to unit.

* * * * * *

6. The Calgary School District No. 19 Staff Association, Calgary and the Calgary School District No. 19, Calgary, Alberta.

Varied unit to read:

"All employees of the employer excluding teachers, senior systems analyst, head of technical services, assistant secretary, code 2061; assistant secretary, code 2062; budget officer, code 2082; chief accountant, code 2083; assistant purchasing agent; superintendent of business affairs and secretary-treasurer designate; administrative assistant- special education division; supervisor, operations-data processing department; electricians, painters, caretakers, plumbers, storemen, carpenters, glaziers, sheet metal workers; electronic workers, labourers; truckers and those employed in a supervisory or managerial capacity."

Certificate Number: 74 - 68 varied as to unit.

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7. The International Union of Operating Engineers, Local Union No. 955, Edmonton and Borger Construction Limited, Calgary, Alberta.

Varied name of employer:

FROM: Borger Brothers Limited, Calgary.

TO: Borger Construction Limited, Calgary.

Varied unit to read:

"Backhoe operators, trenching machine clamshell operators, crane operators, dragline operators, bulldozer operators with attachments, oilers of heavy equipment, truck drivers, excluding all office employees, foremens superintendents, mechanics and welders."

Certificate Number: 23 - 56 varied as to name of employer and unit.

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8. The International Brotherhood of Electrical Workers, Local No. 424, A.F. of L., Edmonton and Hume & Rumble Limited, Edmonton, Alberta.

Varied name of employer:

FROM: Hume and Rumble Limited, Edmonton.

TO: Hume & Rumble Limited, Edmonton.

Certificate Number: 20 - 53 varied as to name of employer.

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9. The International Brotherhood of Electrical Workers, Local No. 254, Calgary and Hume & Rumble Limited, Calgary, Alberta.

Varied name of employer:

FROM: The Hume and Rumble Limited, Calgary.

TO: Hume & Rumble Limited, Calgary.

Certificate Number: 5 - 52 as to name of employer.

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10. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Hume & Rumble Limited, Lethbridge, Alberta.

Varied name of employer:

FROM: Hume and Rumble, Lethbridge.

TO: Hume & Rumble Limited, Lethbridge.

Certificate Number: 48 - 54 varied as to name of employer.

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11. The United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and Plains Dresser Ltd., Calgary, Alberta.

Varied name of employer:

FROM: Plains Construction Ltd., Calgary.

TO: Plains Dresser Ltd., Calgary.

Certificate Number: Varied Certificate No. 112 - 68 as to name of employer.

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12. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and King Electric (Lethbridge) Ltd., Lethbridge, Alberta.

Varied union:

FROM: The International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge.

TO: The International Brotherhood of Electrical Workers, Local Union 254, Calgary.

Varied name of Company:

FROM: King and May Electrical Contractors, Lethbridge.

TO: King Electric (Lethbridge) Ltd., Lethbridge.

Declaration Number: 34 - 70.

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13. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Parsons Commercial Electric Limited, Lethbridge, Alberta.

Varied union:

FROM: The International Brotherhood of Electrical Workers Local No. 630, Lethbridge.

TO: The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary.

Varied name of Company:

FROM: Parsons Electric, Lethbridge.

TO: Parsons Commercial Electric Limited, Lethbridge.

Declaration No. 35-70.

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14. The United Steelworkers of America, Local No. 3345, Edmonton and Dominion Bridge Company Limited, Edmonton, Alberta.

Varied name of Company:

FROM: Standard Iron and Engineering Works Ltd., Edmonton.

TO: Dominion Bridge Company Limited, Edmonton.

Certificate Number: Varied Certificate No. 11 - 56 as to name of employer.

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15. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Gas City Electric Ltd., Medicine Hat, Alberta.

Varied Union:

FROM: The International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge.

TO: The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary.

Varied name of Company:

FROM: Bill's Electric, Medicine Hat.

TO: Gas City Electric Ltd., Medicine Hat.

Declaration No. 36 - 70.

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16. The International Brotherhood of Painters and Allied Trades Local Union No. 583, Calgary and Modern Lathing Ltd., Calgary, Alberta.

Varied unit to the following:

"All Drywall Tapers, Fillers and Finishers and Drywall Finisher Trainees."

Certificate No.: Varied Certificate No. 24 - 70 as to unit.

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17. The Operative Plasterers and Cement Masons International Association of the United States and Canada, Local No. 324, Calgary and Modern Lathing Ltd., Calgary, Alberta.

Varied unit to the following:

"All Journeyman Plasterers and Apprentices."

Certificate Number: Varied Certificate No. 74 - 63 as to unit.

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18. The Bakery & Confectionery Workers, International Union of America, Local Union No. 276, Edmonton and McGavin ToastMaster Limited, Edmonton, Alberta.

Varied name of Company:

FROM: McGavins Limited, Edmonton.

TO: McGavin ToastMaster Limited, Edmonton.

Varied Certificate dated July 4, 1946 as to name of Employer.

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19. The Canadian Union of Public Employees, Local Union No. 135, Drumheller and the City of Drumheller, Drumheller, Alberta.

Varied Union:

FROM: Drumheller Civic Employees Federal Union No. 135.

TO: Canadian Union of Public Employees, Local Union No. 135

Varied unit to the following:

"All employees both temporary and permanent of the City of Drumheller in the Public Works Department including handy men, truck drivers, truck drivers' helpers, meter readers, straw-bosses, grader operator, cemetery caretakers, labourers and water plant and arena employees, excluding the city manager, public works superintendent, the general outside foreman and parks foreman."

Declaration No. 38 - 70.

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20. The United Brotherhood of Carpenters and Joiners of America, Local No. 2508, Calgary and Stoy Concrete Products Co. Ltd., Calgary, Alberta.

Varied name of Company:

FROM: Stoy Cement Co. Ltd.

TO: Stoy Concrete Products Co. Ltd.

Varied unit to the following:

"All employees of the Company employed at the plant located at 66th Avenue and 12th Street S.E., Calgary, with the exception of office employees and those wtih the right to hire and fire."

Certificate Number: Certificate No. 125 - 61 varied as to company and unit.

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21. The Canadian Union of Public Employees, Local Union No. 30, Edmonton Civic Employees, Edmonton and Edmonton Exhibition Grounds, Ltd., Edmonton, Alberta.

Varied name of Union:

FROM: Civic Employees Labour Union No. 30, N.U.P.E.

TO: Canadian Union of Public Employees, Local Union No. 30, Edmonton Civic Employees

Certificate Number: Certificate No. 132 - 59 varied as to name of union.

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22. The Canadian Union of Public Employees Local Union No. 30, Edmonton Civic Employees, Edmonton and the City of Edmonton, Edmonton, Alberta.

Varied name of Union:

FROM: Civic Employees Local Union No. 30 - N.U.P.E.

TO: Canadian Union of Public Employees Local Union No. 30, Edmonton Civic Employees.

Certificate Number: Certificate No. 140 - 61 as to name of union.

23. The United Cement, Lime and Gypsum Workers International Union, Local No. 331, Exshaw and Canada Cement Lafarge Ltd., Exshaw, Alberta.

Varied name of Company:

FROM: The Canada Cement Company.

TO: Canada Cement Lafarge Ltd.

Certificate Number: Certificate No. 33 - 52 varied as to Company.

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24. The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Con-Force Ltd., Edmonton, Alberta.

Varied unit to the following:

"All carpenters and carpenter apprentices employed at the plant located at 13072 - 125th Avenue, Edmonton."

Varied name of Company:

FROM: Con-Force Products Ltd.

TO: Con-Force Ltd.

Certificate Number: Certificate No. 52 - 69 varied as to unit and employer.

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25. The Sheet Metal Workers' International Association Local Union No. 271, Edmonton and Western Mechanical Air Balance Co. Ltd., Edmonton, Alberta.

Varied name of Company:

FROM: Western Mechanical Services Ltd.

TO: Western Mechanical Air Balance Co. Ltd.

Certificate Number: Certificate No. 187 - 69 varied as to Employer.

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26. The United Cement, Lime and Gypsum Workers International Union Local No. 369, Edmonton and Canada Cement Lafarge Ltd., Clover Bar, Alberta.

Varied name of Company:

FROM: Canada Cement Company Limited.

TO: Canada Cement Lafarge Ltd.

Certificate Number: Certificate No. 28 - 56 varied as to name of Employer.

THE ALBERTA LABOUR ACT

DISPUTES PENDING AT CONCILIATION

OFFICER STAGE AS AT APRIL 1st, 1970

DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER
A 39 - 69	A 20 - 70	A 33 - 70	A 45 - 70
A 68 - 69	A 21 - 70	A 34 - 70	A 46 - 70
A 150 - 69	A 22 - 70	A 35 - 70	A 47 - 70
A 4 - 70	A 23 - 70	A 37 - 70	A 48 - 70
A 5 - 70	A 24 - 70	A 38 - 70	A 49 - 70
A 9 - 70	A 26 - 70	A 39 - 70	A 50 - 70
A 10 - 70	A 27 - 70	A 40 - 70	A 51 - 70
A 11 - 70	A 28 - 70	A 41 - 70	A 52 - 70
A 14 - 70	A 31 - 70	A 42 - 70	A 53 - 70
A 15 - 70	A 32 - 70	A 43 - 70	A 54 - 70
		A 44 - 70	A 55 - 70

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A-169-69*
National Tank Limited, Calgary and the International Brotherhood of Boiler- I.J. FLYNN
makers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Union No.
392, Calgary, Alberta.

* Dispute A-169-69 arose in the 4th Quarter, 1969, and was omitted in the "Disputes Pending as at December 31st, 1969" section. In the 1st Quarter of 1970 this dispute was unsuccessful at the Conciliation Officer Stage and recommendation was made under Section 86(1)(b). The employees rejected the offer and a strike vote was conducted.

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APPOINTMENT OF CONCILIATION OFFICER

TO DISPUTES ARISING DURING THE PERIOD

APRIL 1st, 1970 TO JUNE 30th, 1970

	DISPUTE	OFFICER
1.	A-56-70 The City of Red Deer, Red Deer and the Canadian Union of Public Employees, Local No. 417, Red Deer, Alberta.	C.T.A. HUTCHINGS

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2.	A-57-70 Certain Members of the Alberta Roofing Contractors Association, Edmonton and the Building, Construction & General Laborers' Union, Local No. 92, Edmonton, Alberta.	C.T.A. HUTCHINGS

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3.	A-58-70 The Northern Electric Company Limited, Calgary and the Communications Workers of America, Local No. C-15, Calgary, Alberta.	H.N. GRAHAM

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4.	A-59-70 The Canadian Western Natural Gas Company Limited, Calgary, and Northwestern Utilities Limited, Edmonton and the Natural Gas Employees' Welfare Association, Calgary, and the Natural Gas Employees' Benefit Association, Edmonton, Alberta.	J.B. ADAMS

5. A-60-70
The Alberta Bakery Limited, Edmonton and the Bakery & Confectionery Workers' International Union of America, Local No. 276, Edmonton, Alberta. — H.J.H. LIBKE

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6. A-61-70
Wonderly & Kershaw Petrochemical Services Ltd., Calgary and the Oil, Chemical and Atomic Workers International Union, Local No. 9-835, Pincher Creek, Alberta. — T.T. GROTHEN

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7. A-62-70
Independent Machinery Limited, Calgary and the International Molders Workers Union, Local No. 360, Calgary, Alberta. — H.N. GRAHAM

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8. A-63-70
MacDonalds Consolidated Limited (Supply Division) Processing Plant, Taber and the International Union of Operating Engineers, Local No. 955, Calgary, Alberta. — I.J. FLYNN

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9. A-64-70
Certain Industrial Contractors, Edmonton and the Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, Edmonton, Alberta. — H.J.H. LIBKE

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10. A-65-70
Horne and Pitfield Foods Limited, Medicine Hat and the Driver Salesmen, Plant, Warehouse and Cannery Employees of Alberta, Local Union No. 987, Calgary, Alberta. — J.R. HUTTON

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11. A-66-70
Horne and Pitfield Foods Limited, Lethbridge and the Driver Salesmen, Plant, Warehouse and Cannery Employees of Alberta, Local Union No. 987, Calgary, Alberta. — J.R. HUTTON

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12. A-67-70
Horne and Pitfield Foods Limited, Calgary and the Driver Salesmen, Plant, Warehouse and Cannery Employees of Alberta, Local Union No. 987, Calgary, Alberta. — J.R. HUTTON

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13. A-68-70
Horne and Pitfield Foods Limited, Edmonton and the Retail Clerks Union, Local No. 401, Edmonton, Alberta. — C.T.A. HUTCHINGS

14. A-69-70
Chemcell Limited, Two Hills and the Oil, Chemical and Atomic Workers International Union, Local No. 9-664, Edmonton, Alberta. — T.T. GROTHEN

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15. A-70-70
Glacier Crane Service Ltd., Edmonton and the International Union of Operating Engineers, Local No. 955, Edmonton, Alberta. — H.J.H. LIBKE

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16. A-71-70
Sprecker Construction Ltd., Peace River and the Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362, Edmonton, Alberta. — C.T.A. HUTCHINGS

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17. A-72-70
Indalex Limited, Calgary and the International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local Union No. 805, Calgary, Alberta. — H.N. GRAHAM

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18. A-73-70
Certain members of the Pipeline Contractors Association of Canada, Calgary and the International Union of Operating Engineers, Local No. 955, Calgary, Alberta. — T.T. GROTHEN

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19. A-74-70
Shaw Pipe Protection (Alberta) Ltd., Edmonton and the Building, Construction and General Laborers' Local Union No. 92, Edmonton, Alberta. — C.T.A. HUTCHINGS

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20. A-75-70
Consolidated Hydrocarbons Limited, Calgary and the Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Calgary, Alberta. — H.N. GRAHAM

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21. A-76-70
Bird Building Supplies, Lethbridge and the Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Calgary, Alberta. — H.N. GRAHAM

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22. A-77-70
Bulletin-Commercial Printers Limited, Edmonton and the Lithographers and Photoengravers International Union Local No. 211, Edmonton, Alberta. — H.J.H. LIBKE

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23. A-78-70
Consolidated Concrete Limited (Pipe Plant), Calgary and the Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Calgary, Alberta. — T.T. GROTHEN

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24. A-79-70
The Steel Company of Canada, Limited, Camrose Works, Camrose and the United Electrical Radio and Machine Workers of America, Local No. 551, Camrose, Alberta. — C.T.A. HUTCHINGS

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25. A-80-70
Palm Dairies Limited, (Branch Office), Calgary and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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26. A-81-70
The Central Alberta Dairy Pool, Stettler and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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27. A-82-70
The Central Alberta Dairy Pool, Alix and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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28. A-83-70
The Central Alberta Dairy Pool, Alpha-Jersey (Whitehills), Red Deer and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local No. 987, Calgary, Alberta. — H.J.H. LIBKE

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29. A-84-70
The Central Alberta Dairy Pool, Lethbridge and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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30. A-85-70
The Alpha-Jersey Dairy (Calgary), Calgary and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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31. A-86-70
The Central Alberta Dairy Pool, Ponoka and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local No. 987, Calgary, Alberta. — H.J.H. LIBKE

32. A-87-70
The Union Milk Company Limited, Red Deer and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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33. A-88-70
The Union Milk Company Limited, Medicine Hat and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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34. A-89-70
The Union Milk Company Limited, Calgary and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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35. A-90-70
The Union Milk Company Limited, Lethbridge and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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36. A-91-70
The Union Milk Company Limited, Fort MacLeod and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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37. A-92-70
Stoy Cement Products Ltd., Calgary and the United Brotherhood of Carpenters and Joiners of America, Locals No. 2508, 1779 and 2103, Calgary, Alberta. — J.R. HUTTON

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38. A-93-70
Industrial Sheet Metal Products Ltd., Calgary and the Sheet Metal Workers' International Association, Local No. 254, Calgary, Alberta. — T.T. GROTHEN

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39. A-94-70
A.I.M. Steel Limited, Edmonton and the International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 776, Edmonton, Alberta. — C.T.A. HUTCHINGS

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40. A-95-70
The Gulf Oil Co. Ltd., Calgary and the Gas & Oil Union, Local No. 502, Calgary, Alberta. — H.N. GRAHAM

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41. A-96-70
The City of Lethbridge, Lethbridge and the Amalgamated Transit Union Division, No. 987, Lethbridge, Alberta. — J.R. HUTTON

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42. A-97-70
The Dominion Bridge Company Limited, Edmonton and the United Steelworkers of America, Local No. 3345, Edmonton, Alberta. — H.J.H. LIBKE

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43. A-98-70
Certain Glazier Contractors, Edmonton and the International Brotherhood of Painters, Decorators and Paperhangers of America, Glaziers and Glassworkers Local Union No. 1900, Edmonton, Alberta. — H.J.H. LIBKE

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44. A-99-70
Consolidated Concrete Limited, Grande Prairie and the Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Edmonton, Alberta. — H.J.H. LIBKE

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45. A-100-70
Purity Dairy Limited, Lethbridge and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — H.J.H. LIBKE

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46. A-101-70
The Alberta Alarm Company, Edmonton and the International Brotherhood of Electrical Workers, Local Union No. 424, Edmonton, Alberta. — T.T. GROTHEN

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47. A-102-70
The United Brotherhood of Carpenters and Joiners of America, Local No. 1325, Edmonton and the Office & Professional Employees International Union Local No. 379, Edmonton, Alberta. — T.T. GROTHEN

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48. A-103-70
Calgary Photoengraving (Zenith Graphics), Calgary and the Lithographers and Photoengravers International Union Local No. 206, Calgary, Alberta. — H.N. GRAHAM

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49. A-104-70
The City of Medicine Hat, Medicine Hat and the City of Medicine Hat Police Association, Medicine Hat, Alberta. — J.R. HUTTON

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50. A-105-70
Canada Safeway Ice Cream Department, Edmonton and the Retail Clerks Union, Local No. 401, Edmonton, Alberta. — T.T. GROTHEN

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51. A-106-70
Borger Construction Limited, Calgary and the International Union of Operating Engineers, Local No. 955, Calgary, Alberta. — J.R. HUTTON

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52. A-107-70
Pinetree Equipment Rental, Lethbridge and the International Union of Operating Engineers, Local No. 955, Calgary, Alberta. — I.J. FLYNN

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53. A-108-70
The School Committee County of Lethbridge No. 26, Lethbridge and the Lethbridge and District Janitors' Handymen and School Van Drivers' Local 290, C.U.P.E., Lethbridge, Alberta. — I.J. FLYNN

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54 A-109-70
E.S.B. Canada Limited, Calgary and the International Chemical Workers Union, Local No. 594, Calgary, Alberta. — I.J. FLYNN

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55. A-110-70
The King Edward Hotel, Edmonton and the Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union Local No. 579, Edmonton, Alberta. — T.T. GROTHEN

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56. A-111-70
The City of Red Deer, Red Deer and the Amalgamated Transit Union Division No. 1374, Calgary, Alberta. — J.R. HUTTON

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57. A-112-70
The Canadian Pacific Railway Company (Hotel Palliser), Calgary and the Canadian Brotherhood of Railway, Transport and General Workers, Calgary, Alberta. — H.N. GRAHAM

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58. A-113-70
Canadian Linen Supply Co. Ltd., Calgary and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, Alberta. — I.J. FLYNN

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59. A-114-70
Western Caissons (Alta) 1969 Limited, Edmonton and the International Union of Operating Engineers, Local No. 955, Edmonton, Alberta. — C.T.A. HUTCHINGS

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60. A-115-70
The Edmonton School District No. 7, Edmonton and the Canadian Union of Public Employees, Local No. 784, Edmonton, Alberta. — T.T. GROTHEN

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61. A-116-70
McGavin Toastmaster Limited, Calgary and the Bakery and Confectionery Workers International Union of America, Local No. 252, Calgary, Alberta. — I.J. FLYNN

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62. A-117-70
The Alberta and Weston Bakeries Limited, Calgary and the Bakery and Confectionery Workers International Union of America, Local No. 252, Calgary, Alberta. — I.J. FLYNN

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63. A-118-70
Alberta and MacDonald Consolidated Limited (Bakery Division), Calgary and the Bakery and Confectionery Workers International Union of America, Local No. 252, Calgary, Alberta. — I.J. FLYNN

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64. A-119-70
The City of Lethbridge, Lethbridge and the Lethbridge Police Association, Lethbridge, Alberta. — J.B. ADAMS

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65. A-120-70
The Devon Nursing Home, Lethbridge and the Canadian Union of Public Employees Local No. 408, Lethbridge, Alberta. — I.J. FLYNN

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66. A-121-70
The Alberta-National Drug Company Limited, Calgary and the Retail, Wholesale and Department Store Union, Local No. 980, Calgary, Alberta. — C.T.A. HUTCHINGS

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67. A-122-70
J. G. Brown & Sons Ltd. and Craftsman Floors (Edmonton) Ltd. and the Carpet, Linoleum, Soft Tile and Allied Workers Union, Local No. 1935, Edmonton, Alberta. — C.T.A. HUTCHINGS

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68. A-123-70
Blunt's Kenwood Nursing Home, Calgary and the Canadian Union of Public Employees, Local No. 1005, Calgary, Alberta. — I.J. FLYNN

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69. A-124-70
Canada Safeway Limited, Egg Department, Edmonton and the Retail Clerks Union, Local 401, Edmonton, Alberta. — C.T.A. HUTCHINGS

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SYNOPSIS OF DISPUTES SETTLED

AT CONCILIATION OFFICER STAGE

APRIL 1st, 1970 TO JUNE 30th, 1970

DISPUTE — CONCIATOR

1. A-150-69
The Mount Royal Faculty Association, Calgary and the Mount Royal Junior College, Calgary, Alberta. — J.R. HUTTON

BASIS OF SETTLEMENT:

The settlement reached was based on the Conciliation Officer's recommendation. The parties have not submitted a report as the colleges no longer come under the provisions of the Alberta Labour Act and therefore no report has been submitted.

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2. A-4-70
The Town of Brooks, Brooks and the Canadian Union of Public Employees, Local No. 809, Calgary, Alberta. — I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:
To those employees on the payroll as of January 1, 1970:
Effective January 1, 1970 - Four per cent (4%) increase;
Effective July 1, 1970 - Four per cent (4%) increase.

2. Union Security:
Those employees who are now members of the Union will maintain their membership therein during the life of this contract.

3. Medical Services:
Change to read Alberta Health Care Plan and Blue Cross.

4. Sick Pay:
Increase to Fifteen (15) days per year. Accumulative up to maximum of Forty-Five (45) days.

5. Term of Agreement:
January 1, 1970 to December 31, 1970.

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3. A-9-70
Scott National Co. Ltd., Red Deer and the Retail Clerks Union Local No. 401, Edmonton, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

	Effective April 6, 1970:		Effective Nov. 30, 1970:	
	Drivers & Warehousemen	Dry Goods	Drivers & Warehousemen	Dry Goods
Starting	$80.00 per Wk.		$84.00 per Wk.	
After 3 months	85.00 per Wk.		89.00 per Wk.	
After 6 months	90.00 per Wk.		94.00 per Wk.	
After 1 year	94.00 per Wk.	$98.00 per Wk.	98.00 per Wk.	$102.00 per Wk.

2. Union Security:
Maintenance of Membership and Rand Formula.

3. Vacation Pay:
3 weeks after 10 years
4 weeks after 18 years.

4. Hours of Work:
Not to exceed 8 1/2 hours per day and 40 hours per week.

5. Miscellaneous:
Health and Welfare increased to include Weekly Indemnity at $50.00 per week for 26 weeks, both parties to contiribute on a 50 - 50 basis.

6. Term of Agreement:
April 6, 1970 to June 30, 1971.

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4. A-24-70
The County of Mountain View No. 17, Didsbury and the Alberta Teachers' Association. J.R. HUTTON

BASIS OF SETTLEMENT:

1. Wages:

Minimum	$4450	$5100	$5900	$7100	$7600	$8100
Maximum	6650	7850	8980	11350	11800	12300
Increments	7 x 300	6 x 350	1 x 400	6 x 400	6 x 400	6 x 400
	1 x 100	2 x 325	8 x 335	5 x 370	5 x 360	5 x 360

2. Miscellaneous:
Maximum of 150 days sick leave.
The Board shall pay up to 3 days salary during absence of teacher for critical illness or death of a member of the immediate family of the teacher.

3. Term of Agreement:
One year - September 1, 1969 to August 31st, 1970.

4. A-28-70
The International Union of Operating Engineers, Local No. 955, Calgary and the City of Lethbridge, Lethbridge, Alberta. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:
2nd Class Shift Engineer: 8%, 8%, 6% and 6% every 7 months from January 1, 1970 - for 28 months.
Other classifications were pro-rated from the shift engineer.

2. Term of Agreement:
28 months - From January 1, 1970.

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5. A-31-70
The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Scott National Company Limited, Calgary, Alberta. J.R. HUTTON

BASIS OF SETTLEMENT:

1. Wages:
Commencing April 6, 1970:

	Drivers Warehousemen	Receivers Shippers Dry Line Man	Female
Starting	$ 98.00	$ 98.00	$75.00
After 3 mo. Seniority	100.00	100.00	77.00
After 6 mo. Seniority	103.00	103.00	79.00
After 1 years Seniority	106.00	110.00	81.00

Commencing November 30, 1970:

	Drivers Warehousemen	Receivers Shippers Dry Line Man	Female
Starting	$100.00	$100.00	$77.00
After 3 mo. Seniority	102.00	102.00	79.00
After 6 mo. Seniority	105.00	105.00	81.00
After 1 Years Seniority	108.50	112.00	83.00

2. Union Security:
Union membership to be maintained. New employees to become union members within 30 days of date of hiring.

3. Vacation Pay:
3 weeks after ten years.
4 weeks after eighteen years.

4. Statutory Holidays:
8 paid holidays. Boxing Day and any other day proclaimed a holiday by Dominion, Provincial or Civic Government to be added.

5. Hours of Work:
8 hours per day or 40 per week for warehouse employees.
9 hours per day or 40 per week for truck drivers.
Employee to be paid at the rate of time and one-half for all hours over the above totals.

6. Term of Agreement:
April 1, 1970 to March 31, 1971.

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7. A-32-70
The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and the Scott National Company Limited, Medicine Hat, Alberta. J.R. HUTTON

BASIS OF SETTLEMENT:

Same as in No. 6.

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8. A-37-70.
The International Molders and Allied Workers Union, Local No. 360, Calgary and the Barber Machinery Co. Limited, Calgary, Alberta. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:
Fabrication Shop - From $2.64 for a Labourer to $4.25 per hour for a Pressure Welder.
Repair Shop - From $2.64 for a Labourer to $3.95 per hour for a Journeyman Machinist.

2. Vacation Pay:
3 weeks after 8 years of service
4 weeks after 20 years of service.

3. Hours of Work:
All hours worked in excess of eight in any one day or forty in any one week will be paid for at the rate of time and one half except that hours worked continuously in excess of eleven hours will be paid for at the rate of double time, however, an employee will not receive overtime for his regular shift.

4. Term of Agreement:
March 1, 1969 to November 4th, 1970.

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9. A-38-70
The Canadian Union of Public Employees, Local No. 1012, Calgary and the Red Deer Public School District No. 104, Red Deer, Alberta. C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:

Effective January 1, 1970	Effective July 1, 1970
Step 1 - $375.00	Step 1 - $390.00
Step 2 - 410.00	Step 2 - 425.00
Step 3 - 445.00	Step 3 - 460.00

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10. A-40-70

The Alberta Association of Registered Nurses and the Vegreville Health Unit No. 15, Vegreville, Alberta. H.J.H. LIBKE

BASIS OF SETTLEMENT:

1. Wages:

	April 1/70	1	2	3	4	5
R.N. without D.P.H.N.	$480	$500	$525	$550	$575	$600
R.N. with D.P.H.N.	570	595	625	655	685	715
R.N. with B.Sc.	600	625	655	685	715	750

2. Vacation Pay:
Twenty working days vacation after three continuous years service.

3. Term of Agreement:
April 1, 1970 to March 31, 1971.

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11. A-41-70

The Alberta Association of Registered Nurses and the Leduc-Strathcona Health Unit, Edmonton, A berta. H.J.H. LIBKE

BASIS OF SETTLEMENT:

1. Wages:
Effective April 1, 1970:

R.N. with Diploma	$579	$604	$634	$664	$694	$724
R.N. with Degree	601	631	661	691	721	756

2. Term of Agreement:
April 1, 1970 to March 31, 1971.

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12. A-42-70

The Alberta Teachers' Association and the Canadian Forces Base School District No. 4986, Edmonton, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:
Principal Administrative Allowances:
Basic - $1500 + $3.25 (P - 150) to a maximum of $5400.

2. Miscellaneous:
Improvement Leave - To remain as outlined in the existing Agreement.

3. Term of Agreement:
One year.

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13. A-45-70
The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and the Western Grocers Ltd., Calgary, Alberta. — I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:
Effective March 23, 1970 - 26¢ per hour across the board
Effective March 22, 1971 - 25¢ per hour across the board.

2. Term of Agreement:
Two years - March, 1970 to March 1972.

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14. A-48-70
The International Association of Bridge, Structural and Ornamental Iron Workers, Local No. 725, Calgary and certain Members of the Alberta Steel Erectors Association, Calgary, Alberta. — H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:

Effective date of signing	-	$4.15 per hour
Effective July 5, 1970	-	4.50 per hour
Effective January 1, 1971	-	4.80 per hour
Effective July 5, 1971	-	5.15 per hour
Effective January 1, 1972	-	5.50 per hour
Reinforcing Ironworker Foremen	-	40¢ above Reinforcing Ironworker's Rate.

2. Term of Agreement:
To July 4th, 1972.

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15. A-49-70
The International Brotherhood of Painters and Allied Trades, Local No. 583, Calgary and certain Lethbridge Painting Contractors, Lethbridge, Alberta. — H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:

Effective:	April 1/70	Oct. 1/70	April 1/71	Oct. 1/71
Painting and Paperhanging, Building Cleaning	$3.35	$3.75	$4.15	$4.65
Spray Painting, Sandblasting and Rubber sheeting Work (Tank Lining)	3.55	3.95	4.35	4.85

2. Union Security:
Only members of the Union, in good standing, shall be employed. In the event the Union is unable to supply qualified men, the employer shall have the right to employ whomsoever he chooses. These workmen shall make application to join the Union within thirty days from the date of commencing employment.

3. Vacation Pay:
Effective April 1, 1970 - 4% of Regular Pay.
Effective April 1, 1971 - 6% of Regular Pay.

4. Statutory Holidays:
Ten Statutory Holidays. When a specified holiday falls on a Saturday or Sunday, the following day shall be observed.

5. Statutory Holiday Pay:
Effective April 1, 1970 - 3% of Regular Pay
Effective April 1, 1971 - 3.6% of Regular Pay.

6. Hours of Work:
8 hours per day, Monday through Friday. First 2 hours after regular daily hours to be paid at the rate of time and one half and all hours after that to be paid at double time. The first four hours on Saturdays will be paid for at one and one half times the regular rate and thereafter at double time.

7. Term of Agreement:
To March 31, 1972.

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16. A-50-70
The Alberta Teachers' Association and The East Smoky School Division No. 54, Valleyview, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

Minimum	$4950	$5200	$6000	$7200	$7600	$8000
Maximum	6850	8000	9100	11600	12000	12400
Increments	2 x 0	3 x 400	6 x 400	10 x 440	10 x 440	10 x 440
	5 x 320	5 x 300	2 x 300			
	1 x 300	1 x 100	1 x 100			

It is further recommended that the star position in year one of Teacher Education be removed.

2. Pro-Rata:
A. Teachers on staff prior to September 1st, 1970, shall receive pro-rata as outlined in 6.02.
B. Effective September 1st, 1970, new teachers hired shall be paid pro-rata at the difference of the minimums of the grid if they have less than four (4) years of training.
C. Effective September 1st, 1970, new teachers hired who have four (4) or more years of training shall not receive pro-rata.

3. Term of Agreement:
One year.

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17. A-51-70
The Amalgamated Meat Cutters and Butcher Workmen of North America, Local No. 373, Calgary and Graham's Food Market, Lethbridge, Alberta. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:

Meat Employees - Male:

Experience Effective Sept. 29/69	Effective Sept. 29/69 per hour	Effective May 4/70 per hour	Effective Sept. 28/70 per hour
Under 4 months	$2.13	$2.33	$2.43
Over 4 months	2.33	2.53	2.68
Over 8 months	2.53	2.73	2.88
Over 12 months	2.68	2.88	3.03
Over 17 months	2.78	2.98	3.13
Over 22 months	2.98	3.18	3.33
Over 27 months	3.35	3.65	3.85
Head Meat Cutter	3.60	3.90	4.10

Meat Employees - Female:

Effective Sept. 29/69	Effective Sept. 28/70			
Under 4 mths.	Under 3 mths.	1.85	2.00	2.10
Over 4 mths.	Over 3 mths.	1.98	2.13	2.28
Over 8 mths.	Over 6 mths.	2.09	2.24	2.39
Over 12 mths.	Over 9 mths.	2.21	2.36	2.51
Over 16 mths.	Over 12 mths.	2.49	2.69	2.89

Retroactivity shall be paid to all employees employed during the period from August 19, 1968 to the date of ratification, for all hours worked, to be computed on a straight time rate basis.

2. Term of Agreement:
2 years - September 29, 1969 to September 27, 1971.

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18. A-55-70
The Canadian Union of Public Employees Local No. 829, Medicine Hat and the Medicine Hat School District No. 76, Medicine Hat, Alberta. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:

Classification	Monthly Salary	Period of Employment
Typist-Clerk I	$240.00	Nil
	263.00	6 Months Probation
	285.00	1 Year
	329.00	1 year 6 Months
	340.00	2 Years 6 Months
Typist-Clerk II	272.00	Nil
	305.00	6 Months Probation
	326.00	1 Year
	362.00	1 Year 6 Months
	388.00	2 Years
	405.00	3 Years

Clerk Stenographer	325.00	Nil
	352.00	6 Months Probation
	374.00	1 Year
	395.00	1 Year 6 Months
	416.00	2 Years
	448.00	2 Years 6 Months
	475.00	3 Years 6 Months

2. Term of Agreement:
May 1, 1970 to December 31, 1971.

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19. A-56-70
The Canadian Union of Public Employees, Local No. 417, Red Deer and the City of Red Deer, Red Deer, Alberta. C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:
January 1, 1970 - increase of 4% plus 4.00 bi-weekly
September 1, 1970 - increase of 2% plus 4.00 bi-weekly
May 1, 1971 - increase of 6% plus 4.00 bi-weekly.

2. Vacations:
4 weeks after 17 years - 1970
4 weeks after 16 years - 1971.

3. Shift Differential:
10¢ per hour where applicable
Life Guards and Caretakers are specifically excluded.

4. Term of Agreement:
Two years.

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20. A-57-70
The Building, Construction & General Laborers' Local Union No. 92, Edmonton and Certain Members of the Alberta Roofing Contractors Association, Edmonton, Alberta. C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:
Journeymen - $1.45 over 2 years
Charge Hands - 40¢ over Journeyman rate
1st, 2nd, 3rd year apprentices to receive 75%, 85% and 95% of Journeyman rates respectively.

2. Union Security:
Full Rand.

3. Vacation Pay:
Rate - 6%

4. Statutory Holidays:
Rate - 4%
Addition of Edmonton Civic Holiday.

5. Hours of Work:
9 hours daily straight time up to 40 hours per week - thereafter 1 1/2 pay to 10 hours. Saturday may be worked at straight time by mutual consent up to 40 hour week, thereafter at double time.

6. Term of Agreement:
May 4, 1970 to March 31, 1972.

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21. A-58-70
The Communications Workers of America, Local No. C-15, Calgary and Northern Electric Company Limited, Calgary, Alberta. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:
(a) Effective May 11, 1970:

Classification	Minimum	Progression Schedule in Months			
		3	6	9	12
CP I	$2.53	2.63	2.74	2.79	2.85
CP II	2.64	2.74	2.85	2.90	2.96
CP III	2.75	2.85	3.01	3.06	3.12

Maintenance	Minimum	3	6	9	15	18
Maintenance I	3.40	3.50	3.61	3.71	3.87	4.02
Maintenance II	3.19	3.29	3.40	3.50	3.61	3.76
Maintenance III	2.58	2.68	2.78	2.88	2.98	3.13

(b) Effective March 8, 1971:

Classification	Minimum	3	6	9
CP I	2.71	2.81	2.93	3.01
CP II	2.83	2.93	3.05	3.14
CP III	2.95	3.05	3.18	3.31

Maintenance	Minimum	3	6	9	12	15
Maintenance I	3.62	3.72	3.84	3.94	4.11	4.26
Maintenance II	3.40	3.50	3.62	3.72	3.84	3.99
Maintenance III	2.79	2.89	3.00	3.10	3.20	3.31

2. Retroactivity:
Retroactivity will be paid for all hours paid for from March 2, 1970 to May 10, 1970, inclusive.

3. Shift Premiums:
Second Shift - Eleven cents (11¢) per hour effective May 11, 1970
Third Shift - Fourteen cents (14¢) per hour effective May 11, 1970
Second Shift - Twelve cents (12¢) per hour effective March 8, 1971
Third Shift - Fifteen Cents (15¢) per hour effective March 8, 1971.

4. Vacations:
Three weeks (3) after nine (9) years - first year of contract (1970)
Three weeks (3) after eight (8) years - second year of contract (1971).

5. Welfare:
The Company will pay up to a maximum of eleven dollars and fifty cents ($11.50) per month for married coverage, and five dollars and seventy-five cents ($5.75) per month for single coverage, at any time during the life of the Collective Agreement terminating May 7, 1972, if the Alberta Government passes legislation increasing the cost of the Alberta Health Care Insurance Commission (Medicare) premiums above those outlined in Article 21.

6. Term of Contract:
May 8, 1970 to May 7, 1972.

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22. A-59-70
The Natural Gas Employees' Welfare Association, Calgary and the Natural Gas Employees' Benefit Association, Edmonton and the Canadian Western Natural Gas Company Limited, Calgary and Northwestern Utilities Limited, Edmonton, Alberta. J.B.ADAMS

BASIS OF SETTLEMENT:

1. Wages:
Effective December 27, 1969 - that there be a guarantee of a minimum increase of 3 1/2% to all employees.

Clerical Wage Ranges - That the mid-points of the Clerical Wage Curves be increased by five per cent over the existing wage ranges in the current collective agreement.

Trades & Technical Wage Curve - That the mid-points range from $261.00 to $346.00.

General Wage Curve - That the mid-points range from $212.00 to $360.00.

Plant and Hourly Wage Rates - Establishing rates ranging from $2.85 for Labourers to $4.00 for Journeyman Welders.

2. Term of Agreement:
January 28, 1969 to December 25, 1970.

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23. A-61-70
The Oil, Chemical & Atomic Workers International Union, Local No. 9-83, Pincher Creek and Wonderly & Kershaw Petrochemical Services Ltd., Calgary, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:
Across the board increase of seven per cent plus three cents per hour effective May 1, 1970 to July 1, 1971, with a 120 day re-opener.

2. Vacations:
Three weeks after eight years of continuous service.

3. Statutory Holidays:
It is agreed that there will be seven paid statutory holidays, namely: Addition of "Boxing Day" and "Thanksgiving Day".

4. Seniority:
Amend Article 3 - Paragraph (1) to read:- "ninety (90) days of continuous employment". Amend Paragraph (4) to exclude "efficiency and performance"; and also exclude "in the opinion of the Company".

5. Grievance Procedure:
(a) Provide a paragraph to allow a maximum of two shop stewards.
(b) Amend the following:- Paragraph (3) and Steps 1 and 2 to exclude "Wonderly & Kershaw Petrochemical Services Ltd. Union Committee" and insert "Shop Steward".
(c) Amend Step 3 to exclude "Wonderly & Kershaw Petrochemical Services Ltd. Union Committee" and insert "Shop Steward and International Representative of the Union".

6. Union Security:
The Contract to provide for a maintenance of membership clause.

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24. A-62-70
The International Molders Workers Union, Local No. 360, Calgary and Independent Machinery Limited, Calgary, Alberta. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:
Adjustments: Pressure Welders - 25¢ per hour; Experienced Helpers when doing Boiler Work: - Journeyman 1st Class Welder Rate.
General Increases: Effective May 1, 1970 - Across board increase of 30¢ per hour
Effective Nov. 1, 1970 - Across the board increase of 15¢ per hour.
New Classification: Machinist, Journeyman "B" - rate May 1, 1970 to be $3.46 per hour
November 1, 1970 - increase of 15¢ per hour.

2. Seniority:
Employees reaching 65 years shall be laid off first.

3. Vacation Pay:
Employees with 6 years service up to 17 years - 3 weeks vacation with pay.

4. Statutory Holidays:
New employees to receive Statutory Holiday pay after 30 days of employment, same to be retroactive.

5. Hours of Work & Overtime:
All hours worked before and after the regular starting and quitting times will be paid for at the rate of time and one-half. Work performed on Saturday will be paid for at the rate of time and one-half for the first 8 hours, and double time thereafter. All Saturday work voluntary. Company agrees to supply hot meal and paid 20 minute meal break for all employees working overtime after 6:30 P.M.

6. Miscellaneous:
Welfare Plans - Company agrees to pay 100% Welfare Plans, which include Life Insurance, Sickness and Accident Insurance, Weekly Indemnity and Long Term Disability Insurance. Does not include Alberta Health Care plan (Medicare).

7. Term of Agreement:
One year - May 1, 1970 to April 30, 1971.

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25. A-63-70
The International Union of Operating Engineers, Local No. 955, Calgary and MacDonalds Consolidated Limited (Supply Division) Processing Plant, Taber, Alberta. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:
Established Male Rates from $1.90 per hour to $3.45 per hour.
Established Female Rates from $1.65 per hour to $2.25 per hour.

2. Vacation Pay:
Effective April 6, 1970 those employees who have completed 6 years continuous service with the Company will receive 3 weeks vacation with pay.
Effective April 5, 1971 those employees who have completed 5 years continuous service with the Company will receive 3 weeks vacation with pay.

3. Hours of Work:
Employees who are instructed to report for work shall be paid a minimum of 2 hours at the applicable rate of pay if no work is provided. An employee who commences work shall be paid a minimum of 4 hours pay at the applicable rate for that day.'

4. Shift Differential:
Night Shift Premium: - Effective Monday following date of ratification, 1970 - Eight cents per hour.
Effective March 29, 1971 - 11 cents per hour. (Engineers - no change - to remain at 15 cents per hour.

5. Term of Agreement:
April 6, 1970 to April 4, 1972.

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26. A-65-70
The Driver Salesmen, Plant, Warehouse and Cannery Employees of Alberta, Local Union No. 987, Calgary and Horne and Pitfield Foods Limited, Medicine Hat, Alberta. J.R. HUTTON

BASIS OF SETTLEMENT:

1. Wages:
Female Wages - Range from $2.33 per hour to $2.72 per hour.
Male Wages - Range from $2.62 per hour to $3.25 per hour.

2. Vacations:
Up to 5 years of service - 2 weeks.
5 years to 22 years - 3 weeks.
22 years or more - 4 weeks.

3. Statutory Holidays:
There shall be 10 days Statutory Holidays.

4. Shift Premiums:
Afternoon Shift: - Eleven Cents per hour.

5. Term of Agreement:
March 17, 1970 to March 17, 1972.

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27. A-66-70
The Driver Salesmen, Plant, Warehouse and Cannery Employees of Alberta, Local Union No, 987, Calgary and Horne and Pitfield Foods Limited, Lethbridge, Alberta. J.R. HUTTON

BASIS OF SETTLEMENT:

Same as in No. 26.

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28. A-67-70
The Driver Salesmen, Plant, Warehouse and Cannery Employees of Alberta, Local Union No. 987, Calgary and Horne and Pitfield Foods Limited, Calgary, Alberta. J.R. HUTTON

BASIS OF SETTLEMENT:

1. Wages:
Female Wages - Range from $2.38 per hour to $2.77 per hour.
Male Wages - Range from $2.68 per hour to $3.29 per hour.

2. Vacations:
Up to 5 years of service - 2 weeks.
5 years to 22 years - 3 weeks.
22 years or more - 4 weeks.

3. Statutory Holidays:
There shall be 10 days Statutory Holidays.

4. Shift Premiums:
Afternoon Shift - Eleven Cents per hour.

5. Term of Agreement:
March 17, 1970 to March 17, 1972.

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29. A-71-70
The Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Edmonton and Sprecker Construction Ltd., Peace River, Alberta. C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Term of Agreement:
April 15, 1970 to December 31, 1971.

30. A-72-70

The International Association of Bridge, Structural and Ornamental Iron Workers, Shopmens' Local Union No. 805, Calgary and Indalex Limited, Calgary, Alberta. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:
   Die Corrector - From $2.65 to $3.25
   Extrusion Press Operator - $2.65 to $3.25
   Maintenance Man - From $2.65 to $3.25
   Anodizing Operator - From $2.35 to $3.20
   Saw Operator - From $2.35 to $3.10
   Spray Painter - From $2.35 to $3.10
   Truck Driver - From $2.45 to $2.95
   Stretcher - From $2.35 to $2.85
   Polisher - From $2.35 to $2.75
   Extrusion Press Scaler - From $2.35 to $2.75
   Extrusion Press Runout - From $2.35 to $2.75
   Material Handler - From $2.30 to $2.70

2. Vacations:
   Three weeks after eight years, with six percent of gross earnings.

3. Wash-up Time:
   Five minutes wash-up time on last shift.

4. Term of Contract:
   May 1, 1970 to April 30, 1972.

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31. A-74-70

The Building, Construction & General Laborers' Local Union No. 92, Edmonton and Shaw Pipe Protection (Alberta) Ltd., Edmonton, Alberta. C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:
   Effective June 1, 1970 - Range from $3.15 per hour to $4.00 per hour
   Effective January 1, 1971 - Range from $3.30 per hour to $4.10 per hour.

2. Statutory Holidays:
   There shall be 10 Statutory Holidays. When one of the holidays falls on a Saturday and/or a Sunday, they will be observed on the following Monday.

3. Vacation Pay:
   To be computed at the rate of 6% of total earnings.
   Three weeks with pay after five years

4. Hours of Work:
   Five day - 40 hour week.
   Shift Premium of 20¢ per hour.

5. Term of Agreement:
   June 1st, 1970 to May 31st, 1971.

32. A-93-70
The Sheet Metal Workers' International Association, Local No. 254, Calgary and Industrial Sheet Metal Products Ltd., Calgary, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:
It is agreed that all employees shall receive an across-the-board increase as follows:
Effective June 1, 1970 - Fifteen cents per hour
Effective December 1, 1970 - Fifteen cents per hour
Effective June 1, 1971 - Fifteen cents per hour
Effective December 1, 1971 - Fifteen cents per hour.

2. Overtime:
Overtime shall be paid at the rate of one and one-half times the normal rate for the first two hours, Monday to Friday and double time thereafter.

3. Term of Agreement:
Two years - June 1, 1970 to May 31, 1972.

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33. A-95-70
The Gas and Oil Union, Local No. 502, Calgary and the Gulf Oil Co. Ltd., Calgary, Alberta. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Classification Adjustments:
Boiler House Helper (2nd class Certificate) further adjustment, in addition to the 10¢ per hour previously granted, of 2¢ per hour - hourly rate $4.05.
Boiler House Helper (3rd Class Certificate) further adjustment, in addition to the 10¢ per hour previously granted, of 5¢ per hour - hourly rate $3.78.

2. Term of Agreement:
One year.

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34. A-96-70
The Amalgamated Transit Union, Local No. 987, Lethbridge and the City of Lethbridge, Lethbridge, Alberta. J.R. HUTTON

BASIS OF SETTLEMENT:

1. Wages:
January 1, 1970 - Increase of 7%
October 1, 1970 - Increase of 7%
July 1, 1971 - Increase of 7%.

2. Term of Agreement:
Two years - January 1, 1970 to December 31, 1971.

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35. A-97-70

The United Steelworkers of America, Local No. 3345, Edmonton and the Dominion Bridge Company Limited, Edmonton, Alberta. H.J.H. LIBKE

BASIS OF SETTLEMENT:

1. Wages:
Effective date of signing - 25¢ increase in base and 1¢ increase in increment.
Effective February 1, 1971, 10¢ increase on base and 1/2¢ increase on increment.
Shift Premium: - Second Shift - 15¢ for regular hours
Third Shift - 20¢ for regular hours.

2. Vacation Pay:
For year 1970 - 3 weeks after 8 years and 4 weeks after 22 years.
For year 1971 - 3 weeks after 7 years and 4 weeks after 22 years.

3. Statutory Holidays:
Include 1/2 day on December 24th, if it falls on a normal work day.

4. Miscellaneous:
Blue Cross, Hospital Plan and Alberta Medical Plan to be shared on a 50/50 basis.

5. Term of Agreement:
Date of signing to December 31st, 1971.

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36. A-99-70

The Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Edmonton and Consolidated Concrete Limited, Grande Prairie, Alberta. H.J.H. LIBKE

BASIS OF SETTLEMENT:

1. Wages:

	June 1/70	Sept. 1/70	June 1/71	Sept. 1/71
Botcher, Truck Driver	$3.15	$3.35	$3.60	$3.85
Mixer, Loader, Lift Truck	2.80	3.00	3.25	3.50
Pipe stripper and Labour	2.65	2.85	3.10	3.30

2. Vacation Pay:
Employee considered to have completed a years employment for Vacation purposes if he has worked not less than 1600 hours.

3. Hours of Work:
Amend to provide 8 hours per day, 40 hours per week, Monday to Friday inclusive. Saturday included as an overtime day.

4. Miscellaneous:
If an employee is transferred from one job to another at a lower rate of pay during any working day, employee to be paid a minimum of 4 hours at the higher rate.

5. Term of Agreement:
June 1, 1970 to May 31, 1972.

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DISPUTES REFERRED

TO A CONCILIATION BOARD

APRIL 1st, 1970 TO JUNE 30th, 1970

	DISPUTE	OFFICER
1.	A-5-70 The County of Newell No. 4, Brooks and the Canadian Union of Public Employees, Local No. 1032, Calgary, Alberta.	I.J. FLYNN
	* * * * * *	
2.	A-10-70 The Willow Creek School Division No. 28, Claresholm and the Alberta Teachers' Association.	J.R. HUTTON
	* * * * * *	
3.	A-14-70 The City of Lethbridge Health Unit, Lethbridge and the Alberta Association of Registered Nurses.	J.R. HUTTON
	* * * * * *	
4.	A-15-70 The Red Deer Public School District No. 104, Red Deer and the Alberta Teachers' Association.	H.J.H. LIBKE
	* * * * * *	
5.	A-21-70 The Sturgeon Health Unit No. 14, St. Albert and the Alberta Association of Registered Nurses.	H.J.H. LIBKE
	* * * * * *	
6.	A-35-70 The Edmonton School District No. 7, Edmonton and the Canadian Union of Public Employees, Local No. 474, Edmonton, Alberta.	T.T. GROTHEN
	* * * * * *	
7.	A-44-70 The Alberta East Central Health Unit, Stettler and the Alberta Association of Registered Nurses.	H.J.H. LIBKE
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UNSUCCESSFUL RECOMMENDATIONS*

UNDER SECTION 86 (1) (b)**

APRIL 1st, 1970 TO JUNE 30th, 1970

	DISPUTE	CONCILIATION OFFICER
1.	A-11-70 (a) The City of Lethbridge, Lethbridge and the Canadian Union of Public Employees, Local No. 70, Lethbridge, Alberta.	I.J. FLYNN
	* * * * * *	
2.	A-20-70 The City of Medicine Hat, Medicine Hat and the Canadian Union of Public Employees, Local No. 625, Medicine Hat, Alberta.	H.N. GRAHAM
	* * * * * *	
3.	A-22-70 North Western Pulp and Power Ltd., Hinton and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local No. 855, Hinton, Alberta.	H.J.H. LIBKE
	* * * * * *	
4.	A-26-70 Domtar Chemicals Limited, Wood Preserving Division, Cochrane and the Creosote and Miscellaneous Employees Local No. 658, Calgary, Alberta.	I.J. FLYNN
	* * * * * *	
5.	A-27-70 Domtar Chemicals Limited, Wood Preserving Division, Edmonton and the Creosote and Miscellaneous Employees, Local No. 658, Calgary, Alberta.	I.J. FLYNN
	* * * * * *	
6.	A-34-70 Certain Members of The Glass and Metal Association, Calgary and the Glass Workers Local Union No. 1725, Calgary, Alberta.	I.J. FLYNN
	* * * * * *	
7.	A-52-70 John Tynan & Company Ltd., Calgary and the Furniture and Bedding Workers' Union, Local No. 33, Calgary, Alberta.	H.N. GRAHAM
	* * * * * *	

* Successful Recommendations are included with Settlements of Disputes at the Conciliation Officer Stage.

* * Pursuant to Section 86(1)(b) of The Alberta Labour Act the Conciliation Commissioner recommends that his Recommendation shall take the place of, and have the same effect as, an Award of a Conciliation Board.

(a) This dispute was shown as "Pending at Conciliation Officer Stage" in error in the First Quarter Bulletin, 1970. It should have been shown as "Unsuccessful Recommendation Under Section 86(1)(b).

8. A-53-70
Peace River Glass Fibres Ltd., Fort Saskatchewan and the International Chemical Workers Union, Local No. 530, Fort Saskatchewan, Alberta. — T.T. GROTHEN

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9. A-64-70
Certain Industrial Contractors of Edmonton and the Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Edmonton, Alberta. — H.J.H. LIBKE

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10. A-68-70
Horne & Pitfield Foods Limited, Edmonton and the Retail Clerks Union, Local No. 401, Edmonton, Alberta. — C.T.A. HUTCHINGS

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11. A-73-70
Certain Members of the Pipe Line Contractors Association of Canada, Calgary and the International Union of Operating Engineers, Local No. 955, Calgary, Alberta. — T.T. GROTHEN

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12. A-78-70
Consolidated Concrete Limited (Pipe Plant), Calgary and the Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Calgary, Alberta. — T.T. GROTHEN

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DISPUTES CANCELLED

AT CONCILIATION OFFICER STAGE

APRIL 1st, 1970 TO JUNE 30th, 1970

1. A-54-70
Certain Calgary Plastering Contractors, Calgary and the Operative Plasterers' and Cement Masons' International Association of the United States and Canada, Local No. 324, Calgary, Alberta. — H.J.H. LIBKE

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DISPUTES PENDING AT CONCILIATION OFFICER STAGE AS AT JUNE 30th, 1970

DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER
A-39-69	A-77-70	A- 92-70	A-111-70
A-68-69	A-79-70	A- 94-70	A-112-70
A-23-70	A-80-70	A- 98-70	A-113-70
A-33-70.	A-81-70	A-100-70	A-114-70
A-39-70	A-82-70	A-101-70	A-115-70
A-43-70	A-83-70	A-102-70	A-116-70
A-46-70	A-84-70	A-103-70	A-117-70
A-47-70	A-85-70	A-104-70	A-118-70
A-60-70	A-86-70	A-105-70	A-119-70
A-69-70	A-87-70	A-106-70	A-120-70
A-70-70	A-88-70	A-107-70	A-121-70
A-75-70	A-89-70	A-108-70	A-122-70
A-76-70	A-90-70	A-109-70	A-123-70
	A-91-70	A-110-70	A-124-70

* * * * * *

SUMMARY OF DISPOSITION OF DISPUTES AT CONCILIATION OFFICER STAGE APRIL 1st, 1970 TO JUNE 30th, 1970

Conciliations pending as of April 1st, 1970	42
Appointments during the period	69
TOTAL	111

DISPUTES

Settled	36
Referred to a Conciliation Board	7
Unsuccessful Recommendations Under Section 86 (1) (b)	12
Cancelled	1
Pending at June 30, 1970	55
TOTAL	111

* * * * * *

SYNOPSIS OF CONCILIATION

BOARD AWARDS

APRIL 1st, 1970 TO JUNE 30th, 1970

1. A-161-69
The Alberta Teachers' Association and the County of Thorhild No. 7, Thorhild, Alberta.

Chairman	-	Mr. Duncan A. Stewart
Company Member	-	Mr. R. Kuzminski
Union Member	-	Mr. R. E. Clintberg

Unanimous Award.

The Board Recommended:

1. Wages:

Minimum	$4650	$5200	$5950	$7200	$7600	$8000
Maximum	6850	7300	9100	11600	12000	12400
Increments	10 x 220	10 x 270	10 x 315	10 x 440	10 x 440	10 x 440

2. Principals Allowance:
$700 basic plus $4 per elementary pupil, $5 per junior high pupil, $6 per senior high pupil to a maximum of $3200.

3. University Education:
All teachers commencing employment on September 1, 1970, or thereafter shall not be eligible for the provision of clause 7.4 except if such a teacher has less than four years training in which case that teacher will be eligible for the provision of section 7.4 until he or she has achieved four or more years of teacher training.

4. Term of Agreement:
16 months - September 1, 1969 to December 31, 1970.

5. Other adjustments in contractual language.

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2. A-182-69
The Alberta Teachers' Association and The Brooks School District No. 2092, Brooks, Alberta.

Chairman	-	Thomas J. Walsh, Q.C.
Company Member	-	Mr. Alex Chrumka
Union Member	-	Mr. Ken Hodgert

Unanimous Award

The Board Recommended:

1. Wages:

Minimum	$4300	$5100	$5850	$7050	$7500	$7950
Maximum	6675	7825	8975	11425	11875	12325
Increments	2 x 290	2 x 340	2 x 380	5 x 440	5 x 440	5 x 440
	6 x 240	5 x 290	5 x 330	5 x 435	5 x 435	5 x 435
	1 x 165	2 x 190	2 x 230			
	1 x 190	1 x 215	1 x 255			

2. Credit and Professional Emphasis' Allowance

Each teacher who successfully completes additional credit courses leading to the next year of university education or professional emphasis courses approved by the superintendent of schools as applicable to the teacher's work shall receive an allowance of $300 per six-week summer session course or equivalent and a proportionate part of $300 for courses of shorter duration, provided that the teacher has been in service with the Board and remains in such service for the school year following completion of the said course or courses. The maximum allowance that a teacher can receive in one school year is $600. A teacher who is not teaching on a full time basis shall be entitled to the proportionate amount of the allowance in accordance with the amount of time taught. The time and method of payment shall be as agreed upon from time to time by parties to this agreement. This provision shall apply to courses not included in pro rate allowances of the 1967 - 1968 teaching staff which shall have been completed by September 1, 1968.

3. Term of Agreement:

One year - September 1, 1970 to August 31, 1971.

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3. A-184-69

The Alberta Teachers' Association and the County of Parkland No. 31, Stony Plain, Alberta.

Chairman	-	Mr. Duncan A. Stewart
Company Member	-	Mr. A. Motley
Union Member	-	Mr. John McNevin

Unanimous Award.

The Board Recommended:

1. Wages:

Minimum	$4400	$5250	$6050	$7250	$7700	$8200
Maximum	6925	8075	9175	11750	12200	12700
Increments	5 x 300	5 x 300	5 x 320	4 x 425	4 x 425	4 x 425
	5 x 205	5 x 265	5 x 305	7 x 400	7 x 400	7 x 400

2. Principals Allowance:

A basic Allowance of $200 plus $190 per teacher, inclusive of the principal, for the first six teachers, plus $85 for each additional teacher to a maximum of $2900.

3. Teacher Education:

All teachers commencing employment on September 1, 1970, or thereafter shall not be eligible for the provisions of clause 6.1 except if such a teacher has less than four years training in which case that teacher will be eligible for the provisions of clause 6.1 until he/she has achieved four or more years of teacher training.

4. Substitute Teachers:

$22 per day for elementary teachers
$26 per day for junior and senior high (holiday pay included).

5. Term of Agreement:

16 months - September 1, 1969 to December 31, 1970.

6. Other adjustments in contractual language.

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4. A-190-69

The Alberta Teachers' Association and the County of Minburn No. 27, Vegreville, Alberta.

Chairman	-	Mr. G. A. Lucas
Company Member	-	Mr. M. Tellier
Union Member	-	Mr. Peter Atherton

Unanimous Award.

The Board Recommended:

1. Wages:

Minimum	$4400	$5200	$6000	$7250	$7700	$8100
Maximum	6900	8100	9150	11650	12100	12500
Increments	0 x 2 310 x 7 330 x 1	290 x 10	315 x 10	440 x 10	440 x 10	440 x 10

2. Principals Allowance:
$500 basic, plus $5 per pupil for the first 180 pupils, plus $4 per pupil for the remaining pupils, plus $1 for each high school pupil, to a maximum allowance of $2600.

3. Substitute Teachers:
Substitute teachers employed for five consecutive days in the same classroom shall be paid at a rate of $20.00 for each of those days. On subsequent consecutive days they shall be paid at the rate of 1/200 of the minimum of their evaluated full year of teacher training.

4. Pro Rata Allowance:
All teachers commencing employment on September 1, 1970 or thereafter shall not be eligible for the provisions of Clause II - 8.

5. Term of Agreement:
One year - January 1, 1970 to December 31, 1970.

6. Other adjustments in contractual language.

* * * * * *

5. A-193-69

The City of Calgary, Calgary and the Canadian Union of Public Employees, Local No. 37, Calgary, Alberta.

Chairman	-	Miles H. Patterson, Q.C.
Company Member	-	A. O. Ackroyd, Q.C.
Union Member	-	Mr. Roy Jahma

Majority Award - Company Member Dissenting.

The Board Recommended:

1. Wages:
An increase of 14% which will bring the wages of a labourer for the City of Calgary to $3.09 per hour.

2. Transportation of Men and Equipment:
A new clause to be inserted in the agreement to provide as follows:
"No employee will be required to use his own vehicle to transport men and equipment for the employer."

3. Vacations:
   4 weeks with pay after 14 years continuous service
   5 weeks with pay after 25 years continuous service.

4. Statutory Holidays:
   Add August Civic Holiday (if proclaimed).

5. Term of Agreement:
   One year - January 1, 1970 to December 31, 1970.

6. Other adjustments in contractual language.

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6. A-1-70

The Alberta Teachers' Association and the Lac La Biche School Division No. 51, Lac La Biche, Alberta.

Chairman	-	Mr. D. J. Ross
Company Member	-	Mr. J. H. McRae
Union Member	-	Mr. George Nicholson

Unanimous Award.

The Board Recommended:

1. Wages:

$4800	$5550	$6150	$7250	$7650	$8150
5160	5885	6490	7685	8085	8575
5520	6220	6830	8120	8520	9000
5880	6555	7170	8555	8955	9425
6240	6890	7510	8990	9390	9850
6600	7225	7850	9425	9825	10275
6950	7560	8190	9860	10260	10700
	7895	8530	10295	10695	11125
	8200	8870	10730	11130	11550
		9200	11165	11565	11975
			11600	12000	12400

2. Principal's Allowance:
   The maximum Principal's Allowance shall be increased to the sum of $2,750.00.

3. Teacher Education:
   All teachers commencing employment on September 1st, 1970 or thereafter, shall not be eligible for the provisions of Clause 7.2.

4. Term of Agreement:
   Sixteen months - September 1st, 1969 to December 31st, 1970.

5. Other adjustments in contractual language.

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7. A-2-70

The Alberta Teachers' Association and the Drumheller Valley School Division No. 62, Drumheller, Alberta.

Chairman	-	Mr. J. D. Muir
Company Member	-	Mr. R. Clark
Union Member	-	Mr. G. S. Lakie

Majority Award - the Company Member Dissenting.

The Board Recommended:

1. Wages:

Minimum	$4200	$5100	$5900	$7100	$7500	$7950
Maximum	6750	7950	9025	11450	11850	12300
Increments	4 x 350	4 x 350	5 x 350	7 x 450	7 x 450	7 x 450
	3 x 300	4 x 300	5 x 275	3 x 400	3 x 400	3 x 400
	1 x 250	1 x 250				

2. Term of Agreement:
One year - September 1, 1969 to August 31, 1970.

* * * * * *

8. A-5-70
The Canadian Union of Public Employees, Local No. 1032, Calgary and the County of Newell No. 4, Brooks, Alberta.

Chairman	-	Mr. C. J. Anderson
Company Member	-	Mr. R. G. Armstrong
Union Member	-	Mr. Roy Jamha

Before Conciliation Board hearings, the parties involved were able to resolve their differences and reached agreement.

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9. A-10-70
The Alberta Teachers' Association and the Willow Creek School Division No. 28, Claresholm, Alberta.

Chairman	-	J. R. Smith, Q.C.
Company Member	-	Mr. S. A. Price
Union Member	-	Mr. K. A. Hodgert

Unanimous Award.

The Board Recommended:

1. Wages:

Minimum	$4500	$5125	$5800	$7125	$7550	$8000
Maximum	6700	7850	9050	11500	11900	12350
Increments	2 x 0	5 x 300	5 x 350	5 x 435	10 x 435	10 x 435
	4 x 300	5 x 245	5 x 300	5 x 440		
	4 x 250					

2. Supervision:
Principal (including himself) - For first 5 teachers, 5 x $200; for next 5 teachers, 5 x $150; for next 10 teachers, 10 x $100; remainder at $50 per teacher.

Vice-Principal - 50 per cent of above rates for teachers over which he is appointed vice-principal by the divisional board.

3. Pro Rata Payments:
Payments for university credits on a pro rata basis on the minimums, and above each year of training, to the completion of the first degree.

4. Term of Agreement:
One year.

5. Other adjustments in contractual language.

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10. A-14-70
The Alberta Association of Registered Nurses and the City of Lethbridge Health Unit, Lethbridge, Alberta.

Chairman	-	Mr. H. S. Prowse
Company Member	-	Mr. G. Lloyd Dafoe
Union Member	-	Mr. Frank Ackerman

Unanimous Award.

The Board Recommended.

1. Wages:

Registered Nurse Without D.P.H.N.	$485	$510	$535	$560	$585	$615
Registered Nurse With D.P.H.N.	535	560	585	615	645	675
Registered Nurse With B.Sc.	560	585	615	645	675	705

The Board accepts the recommendation of the Conciliation Commissioner in regard to the salary schedule effective October 1, 1969 to March 31, 1970 and with a slight variation awarded the above as the salary schedule effective April 1, 1970 to March 31, 1971.

2. Long Term Service:
The Board accepts the recommendation of the Conciliation Commissioner on this item, namely, that the Nursing Staff shall be entitled to an extra $10.00 per month payment after the completion of ten years' continuous service in the Health Unit.

3. Vacation:
The Board accepts the recommendation of the Conciliation Commissioner in regard to this item in dispute, namely, that the Nursing Staff shall be entitled to 15 working days vacation after one year's continuous service and 20 days vacation after four years' continuous service.

4. Term of Agreement:
October 1, 1969 to March 31, 1971.

5. Other adjustments in contractual language.

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11. A-15-70
The Alberta Teachers' Association and the Red Deer Public School District No. 104, Red Deer, Alberta.

Chairman	-	Mr. David P. MacNaughton
Company Member	-	Mr. John I. Boras
Union Member	-	Mr. Peter Atherton

Unanimous Award.

1. Wages:

Minimum	$4200	$5000	$5800	$7150	$7600	$8100
Maximum	6850	7950	9000	11750	12200	12700
Increments	8 x 300	5 x 350	5 x 350	5 x 475	5 x 475	5 x 475
	1 x 250	4 x 300	4 x 300	5 x 445	5 x 445	5 x 445
			1 x 250			

2. Administrative Allowance:
Basic allowance of $750 to be provided

3. Term of Agreement:
One year - September 1, 1969 to August 31, 1970.

4. Other adjustments in contractual language.

* * * * * *

12. A-21-70

The Alberta Association of Registered Nurses and The Sturgeon Health Unit, St. Albert, Alberta.

Chairman	-	Mr. D. A. Stewart
Company Member	-	Mr. Mat Tellier
Union Member	-	Mr. John McNevin

Unanimous Award.

The Board Recommended:

1. Wages:

Temporary Staff Nurse without P.H. preparation	$465	$485	$505	$530	$555	$580
R.N. without D.P.H.N.	480	500	525	550	575	600
R.N. with Diploma	575	600	630	660	690	720
R.N. with Degree	600	625	655	685	715	750
Asst. Sup. with Diploma	595	620	650	680	710	745
Asst. Sup. with Degree	620	650	680	710	745	780

* * * * * *

THE ALBERTA LABOUR ACT

VOTES

SELECTION OF A BARGAINING AGENT

APRIL 1st, 1970 TO JUNE 30th, 1970

	UNION	COMPANY	RESULT EMPLOYEES VOTED
1.	The United Rubber, Cork, Linoleum and Plastic Workers of America, Local No. 635, Calgary, Alberta.	Fireston Tire and Rubber Company of Canada Ltd., Retread Division, Calgary, Alberta.	AGAINST
	* * * * * *		
2.	Instant Housing Industries Employees' Association, Calgary, Alberta	Instant Housing Industries Ltd., Calgary, Alberta.	FOR
	* * * * * *		
3.	The International Brotherhood of Pulp, Sulphite and Papermill Workers, Local No. 215, Edmonton, Alberta.	MacMillan Bloedel Packaging Ltd., Edmonton, Alberta.	FOR
	* * * * * *		
4.	The International Brotherhood of Pulp, Sulphite and Papermill Workers, Local No. 539, Calgary, Alberta.	MacMillan Bloedel Packaging Ltd., Calgary, Alberta.	FOR
	* * * * * *		
5.	The International Chemical Workers Union, Local No. 594, Calgary, Alberta.	The Prestolite Company, Calgary, Alberta.	FOR
	* * * * * *		
6.	The Oil, Chemical and Atomic Workers International Union, Local No. 9-826, Fort McMurray, Alberta.	Great Canadian Oil Sands, Tar Island, Alberta.	AGAINST
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VOTES

REVOCATION OF CERTIFICATION

APRIL 1st, 1970 TO JUNE 30th, 1970

	UNION	COMPANY	RESULT EMPLOYEES VOTED
1.	The Furniture and Bedding Workers', Union, Local No. 33, Calgary, Alberta.	Murray Manufacturing Ltd., Calgary, Alberta.	FOR

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2.	The Brotherhood of Painters, Decorators and Paperhangers of America, Local No. 1016, Edmonton, Alberta.	Hook Signs Limited, Edmonton, Alberta.	FOR

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VOTES

CONCILIATION BOARD AWARDS

APRIL 1st, 1970 TO JUNE 30th, 1970

	UNION	COMPANY	RESULT
1.	A-7-70 The Canadian Union of Public Employees, Local No. 941, Edmonton, Alberta.	The Town of St. Albert, St. Albert, Alberta.	Employees Accepted Employer Rejected

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2.	A-21-70 The Alberta Association of Registered Nurses, Edmonton, Alberta.	The Sturgeon Health Unit, St. Albert, Alberta.	Employees Accepted Employer Rejected

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3.	A-14 70 The Alberta Association of Registered Nurses, Edmonton, Alberta.	The City of Lethbridge Health Unit, Lethbridge, Alberta.	Employees Accepted Employer Accepted

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VOTES

STRIKE ACTION

APRIL 1st, 1970 TO JUNE 30th, 1970

	UNION	COMPANY	RESULT
1.	A-161-69 The Alberta Teachers' Association.	The County of Thorhild No. 7, Thorhild, Alberta.	Employees Voted For.
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2.	A-172-69 The Alberta Teachers' Association.	The Medicine Hat School Division No. 4, Medicine Hat, Alberta.	Employees Voted For.
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3.	A-191-69 The International Brotherhood of Electrical Workers, Local Unit No. 630, Lethbridge.	The City of Lethbridge, Lethbridge, Alberta.	Employees Voted For.
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4.	A-193-69 The Canadian Union of Public Employees, Local No. 37, Calgary,	The City of Calgary, Calgary, Alberta.	Employees Voted For.
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5.	A-196-69* The International Brotherhood of Boiler-makers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 392, Calgary.	National Tank Limited, Calgary, Alberta.	Employees Voted For.
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6.	A-2-70 The Alberta Teachers' Association.	The Drumheller Valley School Division No. 62, Drumheller, Alberta.	Employees Voted For.
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7.	A-7-70 The Canadian Union of Public Employees Local No. 941, Edmonton, Alberta.	The Town of St. Albert. St. Albert, Alberta.	Employees Voted For.
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* See explanation of this on Page 27. This dispute is entered in chronological order although the vote actually took place in the first quarter of 1970.

8. A-8-70			
	The Truckers, Cartagemen, Construction & Building Material Employees, Local Union No. 362, Edmonton.	Consolidated Concrete Ltd., Edmonton, Alberta.	Employees Voted For.

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9. A-10-70			
	The Alberta Teachers' Association.	Willow Creek School Division No. 28, Claresholm, Alberta.	Employees Voted For.

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10. A-11-70			
	The Canadian Union of Public Employees, Local No. 366, Lethbridge.	The City of Lethbridge, Lethbridge, Alberta.	Employees Voted For.

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11. A-22-70			
	The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local No. 855, Hinton.	The North Western Pulp & Power Ltd., Hinton, Alberta.	Employees Voted For.

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12. A-26-70			
	The Creosote and Miscellaneous Employees Union, Local No. 658, Calgary.	Domtar Chemicals Limited Wood Preserving Division, Cochrane, Alberta.	Employees Voted For.

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13. A-27-70			
	The Creosote and Miscellaneous Employees Union, Local No. 658, Calgary,	Domtar Chemicals Limited Wood Preserving Division, Edmonton, Alberta.	Employees Voted For.

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14. A-30-70			
	The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary.	The City of Red Deer, Red Deer, Alberta.	Employees Voted For.

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15. A-34-70			
	The Glass and Metal Association, Local No. 1725, Calgary.	Certain Members of the Glass and Metal Association, Calgary, Alberta.	Employees Voted For.

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VOTES

UNDER SECTION 104

APRIL 1st, 1970 TO JUNE 30th, 1970

	UNION	COMPANY	RESULT
1.	A-35-70 The Canadian Union of Public Employees, Local No. 474, Edmonton, Alberta.	The Edmonton School District No. 7, Edmonton, Alberta.	Employees rejected.

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SECTION 75

APPLICATION FOR DECLARATION

AS TO SUCCESSOR RIGHTS

ISSUED

APRIL 1st, 1970 TO JUNE 30th, 1970

1. The International Union of Operating Engineers, Local No. 955, Edmonton and Edmonton Concrete Block Co. Ltd., Edmonton, Alberta.

   Varied to above from: International Union of Operating Engineers, Local No. 857, Edmonton, Alberta.

   Declaration Number 17 - 70. Amended April 3, 1970.

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2. The United Brotherhood of Carpenters and Joiners of America, Local No. 1525, Fort Macleod and Northwest Design and Fabrication Ltd., Fort Macleod, Alberta.

   Varied to above from: United Brotherhood of Carpenters and Joiners of America, Local No. 3060, Claresholm, Alberta.

   Declaration Number 18 - 70. Amended April 8, 1970.

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3. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Hume and Rumble, Lethbridge, Alberta.

   Varied to above from: The International Brotherhood of Electrical Workers, Local No. 630.

   Declaration Number 19 - 70. Amended April 13, 1970.

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4. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Knowles Electric Ltd., Medicine Hat, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 530, Lethbridge, Alberta.

Declaration Number 20 - 70. Amended April 13, 1970.

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5. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Chisholm Electric, Medicine Hat, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Declaration Number 21 - 70. Amended April 13, 1970.

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6. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and J. & M. Electrical Contracting Ltd., Medicine Hat, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Declaration Number 22 - 70. Amended April 13, 1970.

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7. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Doug Wyatt Electric, Lethbridge, Alberta.

Varied to above from: The International Brotherhood of Electrical Workers Union, Local No. 630, Lethbridge, Alberta.

Declaration Number 23 - 70. Amended April 13, 1970.

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8. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and the City of Lethbridge, Lethbridge, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local No. 630, Lethbridge, Alberta.

Declaration Number 24 - 70. Amended April 13, 1970.

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9. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Lethbridge Electric Ltd., Lethbridge, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Declaration Number 25 - 70. Amended April 13, 1970.

10. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Snider Electric, Lethbridge, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Declaration Number 26 - 70. Amended April 13, 1970.

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11. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and City Electric (Lethbridge) Ltd., Lethbridge, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Declaration Number 27 - 70. Amended April 13, 1970.

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12. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Bill's Electric Coaldale Ltd., Coaldale, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Declaration Number 28 - 70. Amended April 13, 1970.

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13. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Cheste Electric, Lethbridge, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Declaration Number 29 - 70. Amended April 13, 1970.

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14. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Central Electrical Contractors Ltd., Lethbridge, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Declaration Number 30 - 70. Amended April 13, 1970.

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15. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Dorren Electric Ltd., Lethbridge, Alberta.

Varied to above from: International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Declaration Number 31 - 70. Amended April 13, 1970.

16. The International Chemical Workers Union, Local No. 844, Calgary and IKO Industries Ltd., Calgary, Alberta.

Varied to above from: International Chemical Workers Union, Local No. 594, Calgary, Alberta.

Declaration Number 32 - 70. Amended April 22, 1970.

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17. The Retail Clerks International Association, Local No. 401, Edmonton and Canada Safeway Limited, Edmonton, Alberta; AND Bakery and Confectionery Workers International Union of America, Local No. 276, Edmonton and Dominion Stores Limited, Edmonton, Alberta.

Certificate No. 87 - 64 and Certificate No. 50 - 59 were combined declaring the Retail Clerks International Association, Local No. 401, Edmonton, as bargaining agent for Canada Safeway Limited, Edmonton, Alberta.

Declaration Number 33 - 70. Amended April 27, 1970.

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18. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and King Electric (Lethbridge) Ltd., Lethbridge, Alberta.

Varied to above Union from: The International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Varied to above Employer from: King and May Electrical Contractors, Lethbridge, Alberta.

Declaration Number 34 - 70. Amended May 5, 1970.

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19. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Parsons Commercial Electric Limited, Lethbridge, Alberta.

Varied to above Union from: The International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Varied to above Employer from: Parsons Electric, Lethbridge, Alberta.

Declaration Number 35 - 70. Amended May 5, 1970.

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20. The International Brotherhood of Electrical Workers, Local Union No. 254, Calgary and Gas City Electric Ltd., Medicine Hat, Alberta.

Varied to above Union from: The International Brotherhood of Electrical Workers, Local Union No. 630, Lethbridge, Alberta.

Varied to above Employer from: Bill's Electric, Medicine Hat, Alberta.

Declaration Number 36 - 70. Amended May 7, 1970.

21. The Canadian Union of Public Employees, Local Union No. 135, Drumheller and The City of Drumheller, Drumheller, Alberta.

Varied to above Union from: The Drumheller Civic Employees Federal Union No. 135.

Varied Unit to: "All employees both temporary and permanent of the City of Drumheller in the Public Works Department including handy men, truck drivers, truck drivers' helpers, meter readers, straw bosses, grader operator, cemetery caretakers, labourers and water plant and arena employees; excluding the City Manager, Public Works Superintendent, the General Outside Foreman and Parks Foreman."

Declaration Number 38 - 70. Amended June 11, 1970.

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